

MINUTES OF THE MEETING OF THE  
HUMAN RESOURCES COMMITTEE OF THE  
BOARD OF TRUSTEES OF THE  
EMPLOYEES' RETIREMENT SYSTEM OF THE STATE OF HAWAII

MAY 4, 2023

CITY FINANCIAL TOWER  
201 MERCHANT STREET, SUITE 1200  
HONOLULU, HAWAII 96813

Trustees present: Dr. Genevieve Ley, Chair\*  
(by teleconference) Mr. Vincent Barfield, Vice Chair\*  
Dr. Catherine Chan\*

Trustee absent: Mr. Luis Salaveria

Staff present: Mr. Thomas Williams, Executive Director\*  
(City Financial Tower Ms. Kristin Varela, Chief Investment Officer\*  
by teleconference) Ms. Dale Kehau Kanae, Recording Secretary\*  
Ms. Lori Kim, Secretary

Attorney present: Ms. Lori Tanigawa, Deputy Attorney General\*  
(by teleconference)

\*Attended Executive Session

QUORUM/CALL TO  
ORDER

A quorum being present (Chair Ley, Vice Chair Barfield, and Trustee Chan), Chair Ley called the Human Resources Committee (HR Committee or Committee) of the Board of Trustees (Board) of the Employees' Retirement System of the State of Hawaii (ERS) to order at 1:00 p.m. and identified the Trustees present and had them confirm that they are the only ones present at their remote location and that no one else was able to listen in on their teleconference while attending the meeting.

On a motion made by Vice Chair Barfield, seconded by Trustee Chan, and unanimously carried, the Committee voted to hold a meeting allowing Trustees and members of the public to participate by interactive conference technology, pursuant to HRS § 92-3.7, with at least one meeting location open to the public that has audiovisual connection.

PUBLIC COMMENT

Chair Ley called for public comment. There were no members of the public present in person or by teleconference, therefore no public comment. There was also no written public testimony received for this Committee meeting.

REVIEW THE ACTIVITIES  
AND TIMELINE OF THE  
HUMAN RESOURCES  
COMMITTEE

Chair Ley presented for discussion, by the Committee, the activities and timeline of the Human Resources Committee. Chair Ley shared the updated timeline and discussed the process the Committee would like to implement regarding compensation for the exempt staff consisting of the Investment Officers, Chief Investment Officer, and Executive Director. The Committee will be requesting from the Board, at its next meeting, the authority to approve compensation increases for exempt staff in order to be able to proceed with the request to the Budget & Finance Director.

Chair Ley discussed with the Committee that the next two scheduled May meetings could possibly be consolidated into one. The Committee agreed.

DISCUSSS BUDGET  
OPTIONS FOR EXEMPT  
STAFF COMPENSATION

PUBLIC COMMENT

This agenda item was deferred and was discussed as part of Executive Session Agenda Item 1.

Chair Ley called for public comment. The Public attending by teleconference had no comment and no members of the public were present, therefore, no public comment.

(Chair Ley identified attendees of the Executive Session, Committee members Chair Ley, Vice Chair Barfield, and Trustee Chan; ERS staff ED Thomas Williams, Chief Investment Officer Kristin Varela; and Deputy Attorney General (DAG) Lori Tanigawa. All attendees affirmed that no other persons were in their rooms or able to listen in on their audio or audiovisual connection while they were on the teleconference.

Chair Ley provided the reason to enter into Executive Session:

Executive Session, pursuant to HRS § 92-5(a)(2) and (4), to discuss the performance evaluation and compensation recommendations of Chapter 76, HRS exempt investment staff of the Employees' Retirement System, where matters affecting privacy will be involved, and to consult with the Board's attorneys on questions and issues pertaining to the Committee's powers, duties, privileges, immunities, and liabilities, and to make a decision on the approval of executive session minutes which are confidential under state law.

Before exiting the meeting, Board Secretary Dale Kehau Kanae confirmed that no unauthorized persons were in the conference room or able to listen in by audio or audiovisual connection while on the teleconference. DAG Tanigawa was the notetaker of the remainder of the meeting. Attendees are noted with an asterisk on these minutes and listed on the Executive Session Minutes.)

ENTER EXECUTIVE  
SESSION

On a motion made by Vice Chair Barfield, seconded by Trustee Chan, and unanimously carried, the Committee entered into Executive Session at 1:07 p.m.

(Public participation concluded by ending the teleconference link.)

EXECUTIVE SESSION

- Pursuant to HRS§ 92-5(a)(2) and (4), to discuss the performance evaluation and compensation recommendations of Chapter 76, HRS exempt investment staff of the Employees' Retirement System, and to evaluate such staff, as may be necessary, where matters affecting privacy will be involved, and to consult with the Board's attorneys on questions and issues pertaining to the Committee's powers, duties, privileges, immunities, and liabilities; appropriate action.

DISCUSSS BUDGET  
OPTIONS FOR EXEMPT  
STAFF COMPENSATION

EXECUTIVE SESSION,  
PURSUANT TO HRS§ 92-  
5(a)(2) AND (4), TO DISCUSS  
THE PERFORMANCE  
EVALUATION AND  
COMPENSATION  
RECOMMENDATIONS OF  
CHAPTER 76, HRS EXEMPT  
INVESTMENT STAFF OF THE  
EMPLOYEES' RETIREMENT  
SYSTEM, AND TO  
EVALUATE SUCH STAFF, AS

MAY BE NECESSARY,  
WHERE MATTERS  
AFFECTING PRIVACY WILL  
BE INVOLVED, AND TO  
CONSULT WITH THE  
BOARD'S ATTORNEYS ON  
QUESTIONS AND ISSUES  
PERTAINING TO THE  
COMMITTEE'S POWERS,  
DUTIES, PRIVILEGES,  
IMMUNITIES, AND  
LIABILITIES; APPROPRIATE  
ACTION

APPROVAL OF EXECUTIVE  
SESSION MINUTES  
– APRIL 21, 2023

APPROVAL OF  
CONFIDENTIAL EXECUTIVE  
SESSION MINUTES  
– APRIL 21, 2023

EXIT EXECUTIVE  
SESSION

On a motion made by Vice Chair Barfield, seconded by Trustee Chan, and unanimously carried, the Committee exited Executive Session at 2:49 p.m.

APPROVAL OF MINUTES  
– APRIL 21, 2023

On a motion made by Vice Chair Barfield, seconded by Trustee Chan, and unanimously carried, the Committee approved the Minutes of the April 21, 2023, meeting as presented.

ADJOURNMENT

On a motion made by Vice Chair Barfield, seconded by Trustee Chan, and unanimously carried, Chair Ley adjourned the meeting at 2:50 p.m.

**REDACTED SIGNATURE**

Thomas Williams  
Executive Director

TW:dkik