

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

SEPTEMBER 19, 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: Ms. Kristin Varela, Chief Investment Officer*
(City Financial Tower Ms. Dale Kehau Kanae, Recording Secretary*
by teleconference) Ms. Lori Kim, Secretary
Ms. Andrea Gasper, 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 1:31 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, DISCUSS
COMMITTEE GOALS AND
OBJECTIVES FOR 2024,
AND COMMITTEE
PERFORMANCE FOR 2023

Chair Ley presented for discussion, by the Committee, the activities and timeline of the Human Resources Committee. The Committee had no changes to the timeline.

Chair Ley discussed with and requested comments from the Committee on its Goals and Objectives for 2024 and its Performance for 2023. The Committee suggested that an option next year could be to use the same framework as an evaluation process to determine exempt employee compensation increases. A review should be done as compensation reaches the median relative to peers and performance should then become dominant in determining compensation increases.

APPROVAL OF MINUTES
– MAY 25, 2023

The Committee decided that their performance for 2023 was expeditiously done and were able to meet the required deadlines.

On a motion made by Vice Chair Barfield, seconded by Trustee Chan, and unanimously carried, the Committee approved the Minutes of the May 25, 2023, meeting as presented.

PUBLIC COMMENT

Chair Ley again called for public comment. There was no public 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, 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 process and procedures of performance evaluations, goals, objectives, and compensation, and recruitment of Employees' Retirement System exempt employees covered by Chapter 76, HRS, 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 and Confidential Executive Session minutes which are confidential under state law.

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. Attendees are noted with an asterisk on these minutes and listed on the Executive Session Minutes.)

ENTER EXECUTIVE
SESSION

On a motion made by Trustee Chan, seconded by Vice Chair Barfield, and unanimously carried, the Committee entered into Executive Session at 1:38 p.m.

(Public participation concluded by ending the teleconference link.)

EXECUTIVE SESSION

- Pursuant to HRS§92-5(a)(2) and (4), to discuss the process and procedures of performance evaluations, goals, objectives, and compensation for Employees' Retirement System exempt employees covered by Chapter 76, HRS, 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.
- Pursuant to HRS§92-5(a)(2) and (4), to discuss recruitment of Employees' Retirement System exempt employees covered by Chapter 76, HRS, 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.

EXECUTIVE SESSION,
PURSUANT TO HRS§92-5(a)(2)
AND (4), TO DISCUSS THE
PROCESS AND PROCEDURES
OF PERFORMANCE
EVALUATIONS, GOALS,
OBJECTIVES, AND
COMPENSATION FOR
EMPLOYEES' RETIREMENT

SYSTEM EXEMPT EMPLOYEES
COVERED BY CHAPTER 76,
HRS, 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

EXECUTIVE SESSION,
PURSUANT TO HRS§92-5(a)(2)
AND (4), TO DISCUSS
RECRUITMENT OF
EMPLOYEES' RETIREMENT
SYSTEM EXEMPT EMPLOYEES
COVERED BY CHAPTER 76,
HRS, 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
– MAY 25, 2023

APPROVAL OF
CONFIDENTIAL EXECUTIVE
SESSION MINUTES
– MAY 25, 2023

EXIT EXECUTIVE
SESSION

On a motion made by Trustee Chan, seconded by Vice Chair Barfield, and
unanimously carried, the Committee exited Executive Session at 1:38 p.m.

Chair Ley announced that while in Executive Session, the Committee approved
Executive Session and Confidential Executive Session Minutes for May 25, 2023.

ADJOURNMENT

On a motion made by Vice Chair Barfield, seconded by Trustee Chan, and
unanimously carried, Chair Ley adjourned the meeting at 1:39 p.m.

REDACTED SIGNATURE

Thomas Williams
Executive Director

TW:dkik