

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

APRIL 9, 2024

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

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

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\*  
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 Barfield, Vice Chair Ley, and Trustee Chan), Chair Barfield 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 3:01 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. Trustee Kane also attended the meeting.

On a motion made by Trustee Chan, seconded by Vice Chair Ley, 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 Barfield 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 Barfield presented for discussion, by the Committee, the activities and timeline of the Human Resources Committee. Chair Barfield discussed with the Committee the purpose of the upcoming meetings and stated that meetings after May 6, 2024, will need to be determined and scheduled. The Committee had some minor changes to the timeline, such as: Staff Compensation to be discussed at the next meeting of April 16, 2024, instead of today, and to remove Non-Exempt Performance Evaluations from the May 6, 2024, meeting, and also remove non-exempt positions in the description on the bottom of the page. The Timeline will be updated to reflect these changes.

DISCUSS THE  
COMPENSATION PLAN

Chair Barfield presented for discussion, by the Committee, the Compensation Plan. Executive Director Thomas Williams and Chief Investment Officer Kristin Varela presented an oral and written report to the Committee on the Exempt Staff Compensation Plan, and discussed:  
2024 CURRENT POSITION

*Hawaii ERS vs. Public Pension Market Data*

METHODOLOGY OVERVIEW

TIER 1 ADJUSTMENT

TIER 2 ADJUSTMENT

TIER 3 ADJUSTMENT

FY 2025 BUDGET SUMMARY

This report was provided for the Committee's information only and no action was required.

Chair Barfield requested that on future reports, the author be noted on the title page of the report. ERS staff will add the author to future reports.

APPROVAL OF MINUTES  
– FEBRUARY 12, 2024

On a motion made by Vice Chair Ley, seconded by Trustee Chan, and unanimously carried, the Committee approved the Minutes of the February 12, 2024, meeting as presented.

PUBLIC COMMENT

Chair Barfield again called for public comment. There was no public present by teleconference or in person, therefore, no public comment.

(Chair Barfield identified attendees of the Executive Session, Committee members Chair Barfield, Vice Chair Ley, and Trustee Chan and Kane; ERS staff, Executive Director Thomas Williams, Chief Investment Officer Kristin Varela, Recording Secretary Dale Kehau Kanae, and Secretaries Andrea Gasper and Lori Kim; 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 Barfield provided the reason to enter into Executive Session:

Executive Session, pursuant to HRS §92-5(a)(2), (4), and (8), to consult with the Board's attorneys on questions and issues pertaining to the Committee's powers, duties, privileges, immunities, and liabilities with respect to the Compensation Study of Chapter 76, HRS exempt staff of the Employees' Retirement System, the Executive Director, Chief Investment Officer, Deputy Chief Investment Officer, and Investment Officers, and to evaluate such staff, as may be necessary; and to deliberate and make a decision on the approval of 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 Ley, and unanimously carried, the Committee entered into Executive Session at 3:35 p.m.

(Public participation concluded by ending the teleconference link.)

EXECUTIVE SESSION

- Pursuant to HRS §92-5(a)(2) and (4), to discuss the Compensation Study of Chapter 76, HRS exempt staff of the Employees' Retirement System, the Executive Director, Chief Investment Officer, Deputy Chief Investment Officer,

and Investment Officers, 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

- Pursuant to HRS §92-5(a)(8), approval of Executive Session Minutes of February 12, 2024.

EXECUTIVE SESSION,  
PURSUANT TO HRS §92-5(a)(2)  
AND (4), TO DISCUSS THE  
COMPENSATION STUDY OF  
CHAPTER 76, HRS EXEMPT  
STAFF OF THE EMPLOYEES'  
RETIREMENT SYSTEM, THE  
EXECUTIVE DIRECTOR,  
CHIEF INVESTMENT  
OFFICER, DEPUTY CHIEF  
INVESTMENT OFFICER, AND  
INVESTMENT OFFICERS, 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

EXECUTIVE SESSION,  
PURSUANT TO HRS §92-  
5(a)(8), APPROVAL OF  
EXECUTIVE SESSION  
MINUTES OF  
FEBRUARY 12, 2024

EXIT EXECUTIVE  
SESSION

On a motion made by Vice Chair Ley, seconded by Trustee Chan, and unanimously carried, the Committee exited Executive Session at 3:45 p.m.

Chair Barfield announced that while in Executive Session, the Committee discussed the Compensation Plan, however, had no further questions, and that at the next meeting the exempt ERS staff performance evaluations and salary compensations would be discussed, and finally, the Committee approved the Executive Session Minutes of February 12, 2024.

ADJOURNMENT

On a motion made by Trustee Chan, seconded by Vice Chair Ley, and unanimously carried, Chair Barfield adjourned the meeting at 3:40 p.m.

**REDACTED SIGNATURE**

Thomas Williams  
Executive Director

TW:dkik