

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 6, 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. 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 Barfield, Vice Chair Ley, and Trustees Chan and Salaveria), 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 2:00 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 Trustee Salaveria, 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 updated activities and timeline of the Human Resources Committee. The Committee had no further revisions.

DISCUSS THE EXEMPT  
STAFF COMPENSATION  
PLAN

Chair Barfield discussed with the Committee the updated Exempt Staff Compensation Plan and asked if there were any further questions or concerns. Chair Barfield stated that details regarding compensation would be discussed in Executive Session. The Committee had no further questions or concerns related to the Plan.

APPROVAL OF MINUTES  
– APRIL 9, 2024  
– APRIL 16, 2024

On a motion made by Vice Chair Ley, seconded by Trustee Salaveria, and unanimously carried, the Committee approved the Minutes of the April 9, 2024, and April 16, 2024, meetings 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 Trustees Chan and Salaveria; ERS staff, Executive Director 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 Barfield provided the reason to enter into Executive Session:

Executive Session, pursuant to HRS §92-5(a)(2), (4), and (8), to discuss the performance evaluations, goals, objectives, and compensation recommendations of Chapter 76, HRS exempt Executive Director, Chief Investment Officer, Deputy Chief Investment Officer, and Investment Officers, 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 deliberate and 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 Ley, seconded by Trustee Chan, and unanimously carried, the Committee entered into Executive Session at 2:06 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 Deputy Chief Investment Officer and Investment Officers 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.
- Pursuant to HRS §92-5(a)(2) and (4), to discuss the performance evaluation, goals, objectives and compensation recommendations of Chapter 76, HRS exempt Chief Investment Officer 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; appropriate action.
- Pursuant to HRS §92-5(a)(2) and (4), to discuss the performance evaluation, goals, objectives and compensation recommendations of Chapter 76, HRS exempt Executive Director 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; appropriate action.
- Pursuant to HRS §92-5(a)(8), to Review and Approve Executive Session Minutes of April 9, 2024, and April 16, 2024.
- Pursuant to HRS §92-5(a)(8), to Review and Approve Confidential Executive Session Minutes of April 16, 2024.

EXECUTIVE SESSION,  
PURSUANT TO HRS §92-5(a)(2)  
AND (4), TO DISCUSS THE  
PERFORMANCE  
EVALUATION AND  
COMPENSATION  
RECOMMENDATIONS OF  
CHAPTER 76, HRS EXEMPT  
DEPUTY CHIEF INVESTMENT  
OFFICER AND INVESTMENT  
OFFICERS 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

EXECUTIVE SESSION,  
PURSUANT TO HRS §92-5(a)(2)  
AND (4), TO DISCUSS THE  
PERFORMANCE  
EVALUATION, GOALS,  
OBJECTIVES AND  
COMPENSATION  
RECOMMENDATIONS OF  
CHAPTER 76, HRS EXEMPT  
CHIEF INVESTMENT OFFICER  
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; APPROPRIATE  
ACTION

EXECUTIVE SESSION,  
PURSUANT TO HRS §92-5(a)(2)  
AND (4), TO DISCUSS THE  
PERFORMANCE  
EVALUATION, GOALS,  
OBJECTIVES AND  
COMPENSATION  
RECOMMENDATIONS OF  
CHAPTER 76, HRS EXEMPT  
EXECUTIVE DIRECTOR 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; APPROPRIATE  
ACTION

EXECUTIVE SESSION,  
PURSUANT TO HRS §92-  
5(a)(8), REVIEW AND  
APPROVE EXECUTIVE  
SESSION MINUTES OF  
APRIL 9, 2024, AND APRIL 16,  
2024

EXECUTIVE SESSION,  
PURSUANT TO HRS §92-  
5(a)(8), REVIEW AND  
APPROVE CONFIDENTIAL  
EXECUTIVE SESSION  
MINUTES OF APRIL 16, 2024

EXIT EXECUTIVE  
SESSION

On a motion made by Trustee Salaveria, seconded by Trustee Chan, and unanimously carried, the Committee exited Executive Session at 3:21 p.m.

Chair Barfield announced that while in Executive Session, the Committee discussed the performance evaluations of the Investment staff, agreed to recommend to the full Board salary increases for the Investment staff, discussed the performance evaluations of CIO Varela and ED Williams, and approved Executive Session Minutes and Confidential Executive Session Minutes.

On a motion made by Trustee Salaveria, seconded by Trustee Chan, and unanimously carried, the Committee recommended salary increases of 6.8% (\$25,000) for ED Williams and 10% (\$ 33,000) for CIO Varela, subject to an adjustment to ensure that it is divisible by 24 for payroll purposes, and to be presented to the Board for final approval.

ADJOURNMENT

On a motion made by Trustee Salaveria, seconded by Trustee Chan, and unanimously carried, Chair Barfield adjourned the meeting at 3:23 p.m.

**REDACTED SIGNATURE**

Thomas Williams  
Executive Director

TW:dkik