

Board Packet List of Documents

Human Resources Committee Meeting

Oct 27, 2025

- Meeting Agenda
- Timeline of the Human Resources Committee
- APPROVAL OF MINUTES – August 19, 2025
– August 20, 2025

Board Packet Documents are available for public for inspection on the Employees' Retirement System's Website: <https://ers.ehawaii.gov/board-and-committee-agendas-and-meeting-packets>; and in the Employees' Retirement System's Office, 201 Merchant Street, Suite 1400, Honolulu, HI 96813

NOTICE OF REGULAR MEETING

AGENCY: Human Resources Committee of the Board of Trustees of the Employees' Retirement System of the State of Hawaii

DATE: Monday, October 27, 2025, 1:00 p.m.

PLACE: City Financial Tower, 201 Merchant Street, Suite 1200, Honolulu, Hawaii 96813

The meeting will be conducted pursuant to HRS §92-3.7, under which Members of the Board of Trustees and members of the public may participate via interactive conference technology or in person at the meeting place stated above.

Members of the public may also attend the meeting by teleconference, either audio or video, at the following link or phone number:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_YzIxNTAzM2EtN2E4Yy00MDcwLWFiZDQtNjNINjczNTE1ZTJj%40thread.v2/0?context=%7b%22Tid%22%3a%223847dec6-63b2-43f9-a6d0-58a40aaa1a10%22%2c%22Oid%22%3a%22e8f0b873-923c-44ce-9dd5-b951be2213c6%22%7d

Or join by entering meeting ID: 222 904 713 919 2

Passcode: Tc7yE3GY

Members of the public may provide testimony in person or by teleconference. Individuals testifying at the meeting are requested to limit their testimony to three (3) minutes or an amount of time otherwise designated by the Chairperson.

Or +1 808-829-4853 United States, Honolulu (Toll)

Conference ID: 602 851 581#

In the event audiovisual communication cannot be maintained with participating Trustees and quorum is lost, the meeting shall be automatically recessed for up to 30 minutes, during which time, an attempt to restore audiovisual communication will be made. If such attempt is unsuccessful, all Trustees, members of the public, staff and other interested individuals may continue to participate in the meeting via telephone using the above-listed telephone and conference ID numbers, whereby audio-only communication will be established for all participants and the meeting will continue. If reconvening the meeting is not possible because neither audiovisual nor audio-only communication can be re-established, the meeting will be terminated.

AGENDA

QUORUM/CALL TO ORDER

PUBLIC COMMENT

Members of the public may submit written testimony on these agenda items via e-mail or postal mail with receipt recommended by 4:30 p.m. on Friday, October 24, 2025, in order to ensure it is distributed in time for consideration. Please address written testimony if by e-mail to: dale.kanae@hawaii.gov or by postal mail to: Employees' Retirement System of the State of Hawaii, Human Resources Committee, 201 Merchant Street, Suite 1400, Honolulu, HI 96813.

NEW BUSINESS

1. Review the Activities and Timeline of the Human Resources Committee.
2. Discuss and Review the Leadership Succession Plan Process of the Employees' Retirement System.

Pursuant to HRS § 92-5(a)(4), the Board of Trustees may enter into Executive Session to consult with the Board's attorneys on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities with respect to these matters.

APPROVAL OF MINUTES – August 19, 2025
– August 20, 2025

EXECUTIVE SESSION

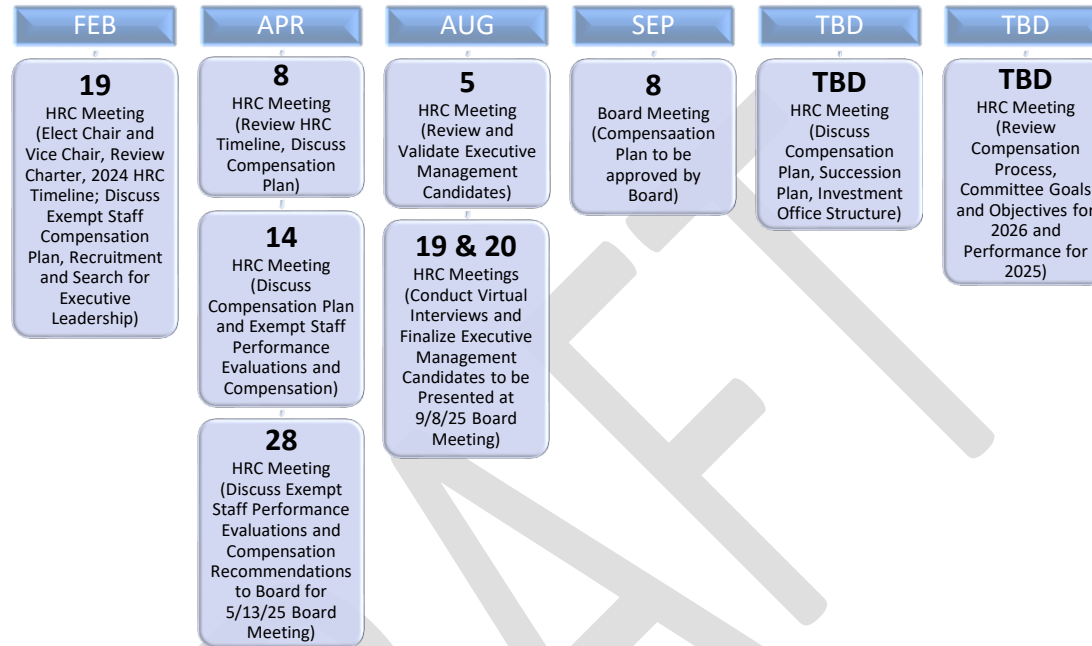
1. Executive Session, pursuant to HRS §92-5(a)(4), to Discuss and Review Leadership Succession Plans of the Employees' Retirement System.
2. Executive Session, pursuant to HRS §92-5(a)(8), to Review and Approve Executive Session Minutes of August 19, 2025, and August 20, 2025.
3. Executive Session, pursuant to HRS §92-5(a)(8), to Review and Approve Confidential Executive Session Minutes of August 19, 2025, and August 20, 2025.

ADJOURNMENT

If you require auxiliary aid/service or other accommodation due to a disability, please contact Dale Kehau Kanae at (808) 586-1706 or dale.kanae@hawaii.gov as soon as possible, preferably by Wednesday, October 22, 2025, and the ERS will try to obtain the auxiliary aid/service or accommodation, but cannot guarantee that the request will be fulfilled.

Upon request, this notice can be made available in large print.

HUMAN RESOURCES COMMITTEE 2025 TIMELINE



Committee:

- Review Committee Charter, Update Timeline (by first meeting)
- Review all performance evaluations (ED, CIO, DCIO, IOs) and submit compensation recommendations to Board (May meeting)
- Develop long-term Compensation Plan (may include exempt award-based compensation)
- Review Succession Plan (may include staff development)
- Review Investment Office Structure
- Review the Compensation Process, and Committee Goals and Objectives for the next year

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

AUGUST 19, 2025

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. David Louie*

Staff present: Mr. Thomas Williams, Executive Director*
(City Financial Tower Ms. Dale Kehau Kanae, Recording Secretary/Administrative Assistant*
by teleconference) Ms. Lori Kim, Administrative Assistant*

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

Guests present: Ms. Marie Kumabe, Kumabe HR*
(by teleconference) Ms. Kimberly Miyashiro, Kumabe HR*
Three semi-final candidates for ERS Executive Director position intentionally
omitted*

*Attended Executive Session

QUORUM/CALL TO
ORDER

A quorum being present (Chair Barfield, Vice Chair Ley, and Trustees Chan and Louie), 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 9:00 a.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.

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.

EMPLOYEES'
RETIREMENT SYSTEM
(ERS) EXECUTIVE
DIRECTOR SEARCH AND
RECRUITMENT

Chair Barfield noted that discussion of the ERS Executive Director Search and Recruitment process would commence in Executive Session.

APPROVAL OF MINUTES
– August 5, 2025

On a motion made by Vice Chair Ley, seconded by Trustee Chan and unanimously carried, the Committee approved the Minutes of August 5, 2025, meeting as presented.

PUBLIC COMMENT

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

(Chair Barfield identified all the participants in Executive Session, the Board, ERS Staff, Deputy Attorney General are identified with an asterisk on these minutes and listed on the Executive Session Minutes.

Chair Barfield provided the reason to enter into Executive Session:
Executive Session, pursuant to HRS §92-5(a)(4), (5) and (8), to consider the hiring of candidates identified in the search for an ERS Executive Director, where consideration of 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 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. DAG Lori Tanigawa served as the notetaker for the remainder of the meeting.)

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 9:04 a.m.

(Public participation concluded.)

EXECUTIVE SESSION

- Pursuant to HRS§ 92-5(a)(4), and (5), to consider the candidates identified in the search for an ERS Executive Director, where consideration of 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 August 5, 2025.
- Pursuant to HRS §92-5(a)(8), to Review and Approve Confidential Executive Session Minutes of August 5, 2025.

EXECUTIVE SESSION,
PURSUANT TO HRS §92-5(a)(8),
REVIEW AND APPROVE
EXECUTIVE SESSION MINUTES
OF AUGUST 5, 2025

EXECUTIVE SESSION,
PURSUANT TO HRS §92-5(a)(8),
REVIEW AND APPROVE
CONFIDENTIAL EXECUTIVE
SESSION MINUTES OF
AUGUST 5, 2025

EXECUTIVE SESSION,
PURSUANT TO HRS §92-5(a)(4)
AND (5), TO CONSIDER THE
CANDIDATES IDENTIFIED IN
THE SEARCH FOR AN ERS
EXECUTIVE DIRECTOR,
WHERE CONSIDERATION OF
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

**EXIT EXECUTIVE
SESSION**

On a motion made by Trustee Louie, seconded by Vice Chair Ley, and unanimously carried, the Committee exited Executive Session at 12:40 p.m.

Chair Barfield announced that while in Executive Session, the Committee considered candidates identified in the search for an ERS Executive Director, action was deferred to August 20, 2025, when interviews will continue to be conducted, and Executive Session Minutes and Confidential Executive Session Minutes of August 5, 2025, were reviewed and approved.

ADJOURNMENT

On a motion made by Vice Chair Ley, seconded by Trustee Chan, and unanimously carried, Chair Barfield adjourned the meeting at 12:41 p.m.

REDACTED SIGNATURE

Thomas Williams
Executive Director

TW:dkik

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

AUGUST 20, 2025

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

Trustees present:
(by teleconference)

Mr. Vincent Barfield, Chair*
Dr. Genevieve Ley, Vice Chair*
Dr. Catherine Chan*
Mr. David Louie*

Staff present:
(City Financial Tower
by teleconference)

Mr. Thomas Williams, Executive Director*
Ms. Dale Kehau Kanae, Recording Secretary/Administrative Assistant*
Ms. Lori Kim, Administrative Assistant*

Attorney present:
(by teleconference)

Ms. Lori Tanigawa, Deputy Attorney General*

Guests present:
(by teleconference)

Ms. Marie Kumabe, Kumabe HR*
Ms. Kimberly Miyashiro, Kumabe HR*
Three semi-final candidates for ERS Executive Director position intentionally
omitted*

*Attended Executive Session

QUORUM/CALL TO
ORDER

A quorum being present (Chair Barfield, Vice Chair Ley, and Trustees Chan and Louie), 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 9:00 a.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.

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.

EMPLOYEES'
RETIREMENT SYSTEM
(ERS) EXECUTIVE
DIRECTOR SEARCH AND
RECRUITMENT

Chair Barfield noted that discussion of the ERS Executive Director Search and Recruitment process would commence in Executive Session.

PUBLIC COMMENT

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

(Chair Barfield identified all the participants in Executive Session, the Board, ERS Staff, Deputy Attorney General are identified with an asterisk on these minutes and listed on the Executive Session Minutes.

Chair Barfield provided the reason to enter into Executive Session:

Executive Session, pursuant to HRS §92-5(a)(4), (5) and (8), to
consider the hiring of candidates identified in the search for an ERS

Executive Director, where consideration of 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.

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 Lori Tanigawa served as the notetaker for the remainder of the meeting.)

ENTER EXECUTIVE SESSION

On a motion made by Trustee Louie, seconded by Vice Chair Ley, and unanimously carried, the Committee entered into Executive Session at 9:04 a.m.

(Public participation concluded.)

EXECUTIVE SESSION

- Pursuant to HRS§ 92-5(a)(4), and (5), to consider the candidates identified in the search for an ERS Executive Director, where consideration of 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)(4)
AND (5), TO CONSIDER THE
CANDIDATES IDENTIFIED IN
THE SEARCH FOR AN ERS
EXECUTIVE DIRECTOR,
WHERE CONSIDERATION OF
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

EXIT EXECUTIVE SESSION

On a motion made by Trustee Louie, seconded by Trustee Chan, and unanimously carried, the Committee exited Executive Session at 12:55 p.m.

Chair Barfield announced that while in Executive Session, the Committee considered candidates identified in the search for an ERS Executive Director, and four finalists were selected for interviews to be conducted at the next Board meeting of September 8, 2025.

ADJOURNMENT

On a motion made by Vice Chair Ley, seconded by Trustee Chan, and unanimously carried, Chair Barfield adjourned the meeting at 12:57 p.m.

REDACTED SIGNATURE

Thomas Williams
Executive Director

TW:dkik