

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 22, 2026

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

Trustees present:
(by teleconference)

Dr. Genevieve Ley, Chair*
Dr. Catherine Chan, Vice Chair*
Mr. Vincent Barfield*
Mr. Emmit Kane*

Staff present:
(City Financial Tower
by teleconference)

Mr. Kalbert Young, Executive Director*
Ms. Gail Strohl, Deputy Executive Director*
Ms. Kristin Varela, Chief Investment Officer*
Ms. Dale Kehau Kanae, Recording Secretary/Administrative Assistant*
Ms. Lori Kim, Administrative Assistant

Attorney present:
(by teleconference)

Ms. Lori Tanigawa, Deputy Attorney General*

Public present:
(by teleconference)

Pat (Unverified)

*Attended Executive Session

QUORUM/CALL TO
ORDER

A quorum being present (Chair Ley, Vice Chair Chan, and Trustees Barfield and Kane), 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 2:01 p.m. and had the Trustees 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 Ley called for public comment. There were no public present in person and one (1) attending by teleconference. There was no written public testimony received for this meeting and no comment from public attending by teleconference.

REVIEW THE ACTIVITIES
AND TIMELINE OF THE
HUMAN RESOURCES
COMMITTEE

Chair Ley presented for discussion with the Committee, the 2026 timeline and reviewed past meetings and activities and the items for this meeting, however, requested a meeting in early June to discuss the performance evaluations of the non-exempt Branch Chiefs. Chair Ley shared with the Committee the history of the performance evaluations presented by the Deputy Executive Director and requested evaluations be reinstated and goals also added to ensure that continued delinquent operational deficiencies from the Internal Audit Report are addressed. The Committee agreed that the request would be helpful and seem appropriate as the Board is responsible for oversight, however, the Board does not have jurisdiction over non-exempt Branch Chiefs and any operational deficiencies are ultimately the responsibility of the Executive Director and Deputy Executive Director. It was noted that if performance evaluation expectations are not met, policies and procedures of disciplinary action should be followed, including dismissal.

Executive Director (ED) Kalbert Young addressed the Committee and acknowledged that ultimately, he and Deputy Executive Director (DED) Gail Strohl are accountable and responsible for the performance of all downstream management and teams and did not object to providing a report to the Committee and Board.

The Committee decided that reviewing Branch Chief performance evaluations should not be a part of the Committee's regular process, however, a deeper look would give the Committee and Board a better perspective on the disconnect and how the teams are being managed. The Committee discussed possibly having Committee Chairs report deficiencies as a part of their Committee report at the next Board meeting in May to potentially see more results and progress, as well as in the Internal Audit Report. It was requested ED Young submit a report to Chair Ley and she will review and discuss details with ED Young, DED Strohl, and Board Chair Barfield to determine how and who should be reporting to the Board.

DISCUSS THE
COMPENSATION PLAN
FOR HRS CHAPTER 76
EXEMPT POSITIONS OF
THE EXECUTIVE
DIRECTOR, CHIEF
INVESTMENT OFFICER,
DEPUTY CHIEF
INVESTMENT OFFICER,
AND INVESTMENT
OFFICERS OF THE
EMPLOYEES'
RETIREMENT SYSTEM

Chair Ley discussed with the Committee the Compensation Plan for HRS Chapter 76 Exempt Positions of the Executive Director, Chief Investment Officer, Deputy Chief Investment Officer, and Investment Officers.

Chair Ley shared with the Committee that due to the recent development of the announced resignation of Chief Investment Officer (CIO) Kristin Varela departing at the end of May, the Committee will focus on the Deputy Chief Investment Officer and Investment Officers to be discussed in Executive Session.

APPROVAL OF MINUTES
– APRIL 8, 2026

On a motion made by Trustee Barfield, seconded by Vice Chair Chan and unanimously carried, the Committee approved the Minutes of the April 8, 2026, meeting as presented.

APPROVAL OF
EXECUTIVE SESSION
MINUTES – APRIL 8, 2026

On a motion made by Trustee Barfield, seconded by Vice Chair Chan and unanimously carried, the Committee approved the Executive Session Minutes of the April 8, 2026, meeting as presented.

PUBLIC COMMENT

Chair Ley again called for public comment. There were no public comments from public members attending.

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

Chair Ley provided the reason to enter into Executive Session:

Executive Session, pursuant to HRS §92-5(a)(2), and (4), to consider the evaluations of and accompanying compensation recommendations for HRS Chapter 76 exempt Executive Director, Chief Investment Officer, Deputy Chief Investment Officer, and Investment Officers of the Employees' Retirement System, where matters affecting privacy will be involved, and to consult with the Committee's attorneys on questions and issues pertaining to the Committee's powers, duties, privileges, immunities, and liabilities.

ENTER EXECUTIVE
SESSION

On a motion made by Trustee Barfield, seconded by Vice Chair Chan and unanimously carried, the Committee entered into Executive Session at 2:23 p.m.

(Public participation was paused as Executive Session was conducted in a separate virtual room.)

All Executive Session attendees participating by teleconference affirmed that no other persons were in their room or able to listen in on their audio or audiovisual connection. Recording Secretary Dale Kehau Kanae confirmed that no unauthorized persons were in the conference room or able to listen in via audio or audiovisual connection while on the teleconference.

EXECUTIVE SESSION

- Pursuant to HRS §92-5(a)(2) and (4), to consider the evaluation of and accompanying compensation recommendations for HRS Chapter 76 exempt Deputy Chief Investment Officer and Investment Officers of the Employees' Retirement System, where matters affecting privacy will be involved, and to consult with the Committee'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 consider the evaluation of and accompanying compensation recommendation for HRS Chapter 76 exempt Chief Investment Officer of the Employees' Retirement System, where matters affecting privacy will be involved, and to consult with the Committee'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 consider the evaluation of and accompanying compensation recommendation for HRS Chapter 76 exempt Executive Director of the Employees' Retirement System, where matters affecting privacy will be involved, and to consult with the Committee'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
CONSIDER THE
EVALUATION OF AND
ACCOMPANYING
COMPENSATION
RECOMMENDATIONS FOR
HRS CHAPTER 76 EXEMPT
DEPUTY CHIEF
INVESTMENT OFFICER AND
INVESTMENT OFFICERS OF
THE EMPLOYEES'
RETIREMENT SYSTEM,
WHERE MATTERS
AFFECTING PRIVACY WILL
BE INVOLVED, AND TO
CONSULT WITH THE
COMMITTEE'S ATTORNEYS
ON QUESTIONS AND ISSUES
PERTAINING TO THE
COMMITTEE'S POWERS,
DUTIES, PRIVILEGES,
IMMUNITIES, AND

LIABILITIES; APPROPRIATE ACTION

Board Administrative Assistant/Recording Secretary exited the meeting for the last two agenda items and Deputy Attorney General Lori Tanigawa served as the notetaker.

EXECUTIVE SESSION,
PURSUANT TO HRS §92-5(a)(2) AND (4), TO CONSIDER THE EVALUATION OF AND ACCOMPANYING COMPENSATION RECOMMENDATIONS FOR HRS CHAPTER 76 EXEMPT CHIEF INVESTMENT OFFICER OF THE EMPLOYEES' RETIREMENT SYSTEM, WHERE MATTERS AFFECTING PRIVACY WILL BE INVOLVED, AND TO CONSULT WITH THE COMMITTEE'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 CONSIDER THE EVALUATION OF AND ACCOMPANYING COMPENSATION RECOMMENDATIONS FOR HRS CHAPTER 76 EXEMPT EXECUTIVE DIRECTOR OF THE EMPLOYEES' RETIREMENT SYSTEM, WHERE MATTERS AFFECTING PRIVACY WILL BE INVOLVED, AND TO CONSULT WITH THE COMMITTEE'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 Barfield, seconded by Trustee Kane, and unanimously carried, the Committee exited Executive Session at 3:54 p.m.

Chair Ley announced that while in Executive Session, the Committee discussed and accepted the recommended compensation for the exempt Investment Officers which will be presented to the Board for approval at its next meeting of May 7, 2026; departing Chief Investment Officer Kristin Varela gave a performance report and the Committee discussed, if not departing, a proposed compensation recommendation for the next fiscal year; and Executive Director Kalbert Young gave a performance report of the past 90 days and the Committee discussed a proposed compensation recommendation for the next fiscal year.

ADJOURNMENT

On a motion made by Trustee Barfield, seconded by Trustee Kane, and unanimously carried, Chair Ley adjourned the meeting at 3:55 p.m.

REDACTED SIGNATURE

Kalbert Young
Executive Director

dkik