



MINUTES

**Human Resources Committee
Kapolei Hale, Conference Room B
1000 Uluohia Street
Kapolei, Hawaii 96707
Thursday, March 17, 2016, 9:00 a.m.**

PRESENT: Damien Kim Michael Formby

ALSO IN ATTENDANCE: Daniel Grabauskas Lisa Hirahara
(Sign-In Sheet and Staff) Randall Ishikawa Joyce Oliveira
Cindy Matsushita Talita Sulunga
David Sagherian Corey Ellis
Henry Miranda Jeff Mack

EXCUSED: Donald G. Horner

I. Call to Order by Chair

The meeting of the Human Resources Committee was called to order by Human Resources Committee Chair, Damien Kim, at 9:06 a.m.

II. Public Testimony on all Agenda Items

Mr. Kim called for public testimony. There was none.

III. Approval of Minutes of the April 2, 2015 Meeting of the Human Resources Committee

Mr. Kim called for the approval of the minutes of the April 2, 2015. There being no corrections or additions, the minutes were approved.

IV. Discussion of the Annual Evaluation Process and Criteria of the Executive Director and CEO

Mr. Kim said that HART Executive Director and CEO, Daniel Grabauskas, was completing the first year of his current employment contract, and that the Human Resources Committee would be conducting his annual evaluation. The Committee would make a recommendation

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to the Board of Directors regarding a base salary increase of up to 3.5%, and a bonus of up to 15%, based in part on the self-evaluation that Mr. Grabauskas would be submitting to the Board members. Mr. Grabauskas said that he would forward his self-evaluation to the Board by the end of the month.

Executive Session

Mr. Kim called for executive session to discuss the evaluation of HART's Executive Director and CEO. He stated that other Board members may be interested in joining the Human Resources Committee.

Mr. Formby made a motion to enter into executive session so that the Committee could obtain the advice of counsel regarding the evaluation. Mr. Kim seconded the motion, which carried unanimously.

The Committee entered into executive session at 9:09 a.m.

The Committee reconvened in public session at 9:23 a.m.

Mr. Kim said that the Committee would be adding an agenda item to the Board of Directors agenda to add members to the Human Resources Committee for the purpose of evaluating Mr. Grabauskas' current performance and to performance objectives for future performance.

Mr. Kim noted that the Committee had received written testimony from Natalie Iwasa.

V. Adjournment

With no further business before the Committee, Mr. Kim adjourned the meeting at 9:24 a.m.

Respectfully Submitted,



Cindy Matsushita
Board Administrator

Approved:



Damien Kim
Chair, Human Resources Committee

4/21/16

Date

ATTACHMENT A

TO: Human Resources Committee, HART

FROM: Natalie Iwasa
Honolulu, HI 96825
808-395-3233

MEETING: Thursday, March 17, 2016

SUBJECT: Minutes from April 25, 2015 - COMMENTS

Aloha Members of the Human Resources Committee of HART,

Thank you for this opportunity to provide testimony regarding the minutes of the last meeting of the committee. I remember very clearly when member Bunda stated he had concerns regarding my prior testimony. While he was given the opportunity to ask me questions, he did not do so. Member Bunda's comment about "inconsistencies" remains open, and anyone who reads the minutes in the future may in turn have questions regarding my testimony.

I do not know what member Bunda was referring to. It may be that I was given additional information after I had testified on a matter. It is unfortunate that he did not ask me at that time for an explanation, and I was not given an opportunity to question him about his specific concerns.

My reputation is extremely important to me. I would therefore like the record to reflect that I have never lied in testimony or mislead this committee, the HART board or any other government body or public agency.

In the future, if you have questions about my testimony, please ask me.