

FOR INFORMATION & DISCUSSION

I. SUBJECT

Findings and Recommendations of the Permitted Interaction Group Established at the March 25, 2026, At-Large Board Meeting, Pursuant to Section 92-2.5(b)(1), Hawaii Revised Statutes, for the Purpose of:

- i. Conducting the Executive Director's Annual Performance Review, and
- ii. Establishing the Executive Director's new 1-, 3-, and 5-year goals and accordingly amend the Agency's Strategic Plan adopted by the Authority at the June 4, 2025 General Authority Meeting.

II. BACKGROUND

In March 2026, the Authority established the Permitted Interaction Group ("PIG") for the purpose of:

- i. Conducting the Executive Director's Annual Performance Review, and
- ii. Establishing the Executive Director's new 1-, 3-, and 5-year goals and accordingly amend the Agency's Strategic Plan adopted by the Authority at the June 4, 2025 General Authority Meeting.

The PIG met on April 13, 17, and 21, 2026.

III. DISCUSSION

Strategic Plan

The PIG met to review the 2025-2026 goals and priorities as set out in the June 2025 Strategic Plan, and identified the goals that were met and goals that were not met and needed to be included as 2026-2027 goals.

The PIG does not have a recommendation on this part.


While the PIG did not finalize a formal recommendation, meeting notes reflects that the group identified specific refinements to be incorporated in the existing Strategic Plan, including the need for clearer goals, measurable outcomes, and improved project-level reporting, and agreed on a path forward to develop defined 1-, 3-, and 5-year goals with associated tracking and reporting mechanisms in coordination with the Executive Director and staff.

Executive Director Annual Performance Review and Proposed Compensation Adjustment
The PIG has voted to recommend to the board the Annual Performance Review to the general authority board. The PIG agreed that the Executive Director's performance for the last evaluation period has exceeded the performance expectations.

The PIG also voted to recommend to the board a 15% salary increase.

To be discussed in executive session.


The Authority may convene in executive session pursuant to HRS § 92-5 (a)(2) to consider the hire, evaluation, dismissal, or discipline of an officer or employee or of charge brought against the officer or employee, where consideration of matters affecting privacy will be involved; provided that if the individual concerned requests an open meeting, an open meeting shall be held.

Prepared By: Garet Sasaki, Chief Financial Officer 

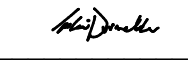
Reviewed By: Craig K. Nakamoto, Executive Director Craig K. Nakamoto

Approved By:

Chair Sterling Higa 

Secretary Mikiala Lidstone 

Member Debbie Cabebe 

Member Ipolani Duvauchelle 

Member Jo-Ann Leong 

Member Kevin Sakoda 

Member Dane Wicker 