

UNIVERSITY OF HAWAI‘I SYSTEM REPORT



REPORT TO THE 2015 LEGISLATURE

ACT 134, SLH 2013 (Section 130)

CERTIFICATION OF COMPLIANCE BY THE
UNIVERSITY OF HAWAI‘I BOARD OF REGENTS

January 2015

**REPORT ON SECTION 130 OF ACT 134, SLH 2013,
BY THE UNIVERSITY OF HAWAII**

In 2013, the State of Hawai'i legislature approved Act 134, SLH 2013. Within Act 134, various budget provisos were included for University response.

Section 130 of the Act 134, stated:

SECTION 130. Provided that, before the University of Hawaii, during the fiscal biennium 2013-2015, renews or extends the employment of or initially appoints an officer or employee whose prospective annual salary is at least the same as the annual salary of the governor, the university's board of regents shall approve that prospective annual salary; provided further that this requirement shall not apply to the prospective salary for a position established under a collective bargaining agreement; provided further that, to determine whether the "prospective salary" of an officer or employee is subject to board approval pursuant to this section, "prospective salary" shall include annual base salary plus any allowances, or expense reimbursements or payments; and provided further that this section shall supersede any conflicting policy or directive of the board of regents.

The chair of the university's board of regents shall certify that the university has complied with this section during each fiscal year of the fiscal biennium 2013-2015. The certification for a fiscal year shall be submitted to the legislature before the January 1 immediately following the end of the fiscal year.

On August 22, 2013, the Board of Regents (BOR) approved an interim approval process for the appointment, reappointment, and change in compensation of executive and managerial personnel where salaries are anticipated to exceed \$150,000. The process provided that, prior to the recruitment of such an executive/managerial position, the BOR Committee on Personnel Affairs would be furnished information needed to evaluate the merits of the anticipated compensation. Upon proper justification, the BOR Committee on Personnel Affairs approved a salary range within which the administration would be authorized to make a preliminary offer, subject to the approval of the proper authority.

In addition, reappointments and changes in compensation which would exceed \$150,000 was submitted to the BOR Committee on Personnel Affairs for review and concurrence. Upon concurrence of the committee, the request was submitted to the BOR for approval by the full board.

The Chair of the Board of Regents certifies that the BOR has reviewed and approved salaries which exceeded \$150,000 for fiscal year 2013-14 pursuant to the above procedures in compliance with Act 134, SLH 2013 (Section 130).