

SUNSHINE LAW MEETING

Sunshine Law Attachments

- Attachment 1: Sunshine Law Meeting Minutes of the February 18, 2026, Hawai'i State Ethics Commission Meeting
- Attachment 2: 2026 Training Statistics
- Attachment 3: 2026 Guidance and Assignment Statistics
- Attachment 4: Staff Overview
- Attachment 5: Proposed Poll Questions



HAWAI'I STATE ETHICS COMMISSION

Komikina Ho'opono Kulekele o Hawai'i Moku'āina

NOTICE OF MEETING OF THE HAWAI'I STATE ETHICS COMMISSION

Commissioners:

Wesley Fong, Chair

Robert Hong • Cynthia Thielen • Roderick Becker • Moya Gray

Date: March 25, 2026

Time: 10:00 a.m.

Location: Zoom Videoconference or Phone:

Video conference: [Join Zoom Meeting](https://us06web.zoom.us/j/89859674751?pwd=TX6Jp8TcqycaLRB98PN1JHVUREbktw.1)
<https://us06web.zoom.us/j/89859674751?pwd=TX6Jp8TcqycaLRB98PN1JHVUREbktw.1>

Phone: +1 (253) 205-0468 or +1 (253) 215-8782

Phone passcode: 107439

Meeting ID: 898 5967 4751

Passcode: KU4hPE

Public Meeting Location:

Hawai'i State Ethics Commission Conference Room
1001 Bishop Street
American Savings Bank Tower, Suite 970
Honolulu, Hawai'i 96813

Pursuant to Hawai'i Revised Statutes section 92-3.7, the State Ethics Commission will meet remotely using interactive conference technology. The public may attend the meeting in person at the public meeting location above or participate remotely via the Zoom meeting information above. If participating remotely, please mute your phone/device except while testifying. If the Commission's videoconference connection is lost during the meeting, please visit the Commission's website (ethics.hawaii.gov) for more information, including reconnection information.

Public meeting materials for this meeting are available on the Commission's website at ethics.hawaii.gov.

A G E N D A

CALL TO ORDER

I. Consideration and Approval of the Minutes of the February 18, 2026 Meeting

Attachment 1: Sunshine Law Meeting Minutes of the February 18, 2026, Hawai'i State Ethics Commission Meeting

II. Directors' Report

1. Education & Disclosures – Report/Updates

Attachment 2: 2026 Training Statistics

2. Guidance and Assignment Statistics – February 2026

Attachment 3: 2026 Guidance and Assignment Statistics

3. Miscellaneous Office Projects/Updates

III. Discussion of Media Reports Concerning Ethics or the Ethics Commission Since the Last Meeting

Description: The Commission will discuss recent media coverage related to ethics in government or the Hawai'i State Ethics Commission. The discussion may include consideration of potential responses, clarification of public information, or other appropriate actions.

IV. 2026 Legislative Matters

An update on bills of interest introduced in 2026 is provided below. The blue House or Senate bill number is a clickable hyperlink that goes directly to the bill language online. Bills can also be looked up at “capitol.hawaii.gov” by typing the bill number in the box located near the top of the window.

Budget:

- [HB2240](#) - Appropriates funds to provide for the expenses of the Legislature, Auditor, Legislative Reference Bureau, Ombudsman, and Ethics Commission. **Transmitted to the Governor on 3/6/2026, awaiting signature.**

State Ethics Commission Package:

- [HB2106/SB2246](#) - Expands the scope of persons who are subject to public financial disclosure requirements to include executive directors and executive officers and board and commission members for: the Employees' Retirement System, the Hawai'i Employer-Union Health Benefits Trust Fund, the Hawai'i Green Infrastructure Authority, the Hawai'i Technology Development Corporation, and the School Facilities Authority. **Both measures have crossed over.**
- [HB2107/SB2247](#) - Prohibits any Executive Branch employee who is nominated or appointed by the Governor to a compensated position subject to confirmation by the Senate from engaging in certain campaign fundraising activities. **Both measures have crossed over.**
- [HB2108/SB2248](#) - Expands the scope of persons who are required to file financial disclosures to include certain gubernatorial nominees subject to Senate confirmation. Makes technical amendments relating to legislators. **SB2248 crossed over to the House.**
- [HB2109/SB2245](#) - Prohibits new state employees from taking official action for two years on matters they worked on before state employment. Prohibits former permanent employees of the Office of the Governor and Office of the Lieutenant Governor from representing persons or businesses for a period of 12 months after termination from state employment. **SB2245 crossed over to the House.**
- [HB2110/SB2244](#) - Subjects legislative and judicial employees to the same ethical standards prohibiting nepotism that are applicable to other state employees. **HB2110 was deferred indefinitely, and SB2244 never received a hearing. But see SB 2661 (below).**

Procurement:

- [SB2970](#) - Prohibits a state agency from entering into any contract to procure or dispose of goods or services, or for construction, with any business that is owned or operated, or in which a controlling interest is held, by a relative or household member of a director or deputy director of a principal state department. **The measure crossed over to the House.**

Anti-Nepotism:

- [SB2661](#) - Repeals language in the State's Code of Ethics that exempts the legislative and judicial branches from prohibitions against nepotism in public employment. **The measure crossed over to the House.**
- [SB2778](#) - Requires a Governor, Lieutenant Governor, member of the Legislature, department heads and their deputies, and any spouse or dependent child of a Governor, Lieutenant Governor, member of the Legislature, or department head and their deputies to place certain financial interests in a blind trust. Prohibits a Governor, Lieutenant Governor, member of the Legislature, department head, and their deputies, and any spouse or dependent child of a Governor, Lieutenant Governor, member of the Legislature, or department head and their deputies from acquiring certain financial interests during their term of service. **This measure did not cross.**

Financial Disclosures:

- [HB1873](#) - Exempts one strategic planning retreat of the Board of Regents of the University of Hawai'i per year from open meeting requirements if certain conditions are met. Requires members of the Board of Regents to complete a governance training and attend the training at least once every two years thereafter. Requires the Candidate Advisory Council to ensure that all candidates presented to the Governor for nomination have certain subject matter experience and are not registered lobbyists who have lobbied on matters pertaining to the University of Hawai'i. Exempts the financial disclosures of the Board of Regents as mandated by the State Ethics Code from being made public. Requires the Board of Regents, in collaboration with the Candidate Advisory Council, to submit annual reports to the Legislature. **The measure crossed over to the Senate.**

V. Evaluation of Executive Director & General Counsel Robert D. Harris

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes § 92-5(a)(2) to discuss matters relating to the evaluation of an employee where consideration of matters affecting privacy will be involved, and/or under section 92-5(a)(4), to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

Attachment 4: *Staff Overview*

Attachment 5: *Proposed Poll Questions*

VI. Adjournment

Disruption of Interactive Technology:

If the Commission loses internet or Zoom connection, the meeting will be automatically recessed for up to 30 minutes to restore communication. **Audio-Only Communication:** If audio-only communication is available, all Commissioners, staff, members of the public, and other interested individuals may continue to participate in the meeting via teleconference by dialing the telephone number and Meeting ID number noted above. If communication cannot be restored within thirty minutes, the meeting will be automatically continued to a date and time to be posted on the Commission's website at ethics.hawaii.gov. Alternatively, if a decision is made to terminate the meeting, the termination will be posted on the Commission's website.

Public Testimony:

Anyone wishing to testify may do so during the meeting or may submit written testimony in advance of the meeting by email (info.ethics@hawaii.gov), facsimile (fax) (808-587-0470), or U.S. postal mail (State Ethics Commission, 1001 Bishop Street, American Savings Bank Tower, Suite 970, Honolulu, Hawai'i 96813). Public testimony must be related to an item on the agenda, and the testifier must identify the item to be addressed by the testimony. Pursuant to Hawai'i Revised Statutes section 92-3 and Hawai'i Administrative Rules section 21-1-6(c), oral testimony is limited to three minutes per testifier per agenda item, subject to the reasonable discretion of the Chair.

Auxiliary Aid or Accommodation Due to a Disability:

If you require an auxiliary aid or accommodation due to a disability, please contact the Hawai'i State Ethics Commission as soon as possible. You may:

- Call (808) 587-0460 and press 1# to leave a message; or
- Email the Commission at info.ethics@hawaii.gov

We encourage requests at least 48 hours before the meeting to allow us time to assist you. We will accept requests made closer to the meeting, but please note that last-minute accommodations may be difficult to provide.

Upon request, this notice is available in alternate/accessibile formats.

SUNSHINE LAW MEETING
AGENDA ITEM I

CONSIDERATION AND APPROVAL OF THE MINUTES OF THE
FEBRUARY 18, 2026 MEETING

Attachment 1: Sunshine Law Meeting Minutes of the February 18, 2026
Hawai'i State Ethics Commission Meeting

SUNSHINE LAW MEETING
MINUTES OF THE HAWAI'I STATE ETHICS COMMISSION

STATE OF HAWAI'I

Date: February 18, 2026

Time: 9:00 a.m.

Location: Hybrid meeting held via Zoom video and audio conference

Recorded video available at

https://ethics.hawaii.gov/category/commissionmeetings/comm_videos/

Public Meeting Location

Hawai'i State Ethics Commission Conference Room
1001 Bishop Street
American Savings Bank Tower, Suite 970
Honolulu, Hawai'i 96813

Attendance: State Ethics Commission Members

Wesley F. Fong, Chair (in person)
Robert Hong, Commissioner (in person)
Cynthia Thielen, Commissioner (in person)
Roderick Becker, Commissioner (in person)
Moya Gray, Commissioner (in person)

State Ethics Commission Staff

Robert D. Harris, Executive Director (in person)
Bonita Y.M. Chang, Compliance Director (via Zoom)
Nancy C. Neuffer, Staff Attorney (via Zoom)
Jennifer M. Yamanuha, Staff Attorney (via Zoom)
Jodi L. K. Yi, Staff Attorney (via Zoom)
Jared Elster, Investigator (via Zoom)
Barbara Gash, Investigatory Analyst (via Zoom)
Patrick Lui, Computer Specialist (via Zoom)
Melissa Vomvoris, Administrative Assistant (in person)

Guests and Members of the Public

Judith Mills Wong, League of Women Voters (via Zoom)
Candace Park, Deputy Attorney General joined at 9:15a.m. (via Zoom)

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CALL TO ORDER (0:05)

Chair Fong called the meeting to order at 9:01 a.m. Chair Fong, Vice Chair Hong, Commissioners Becker, Gray, and Thielen were all present and attended in person. Executive Director Harris noted the presence of staff on Zoom and reminded participants that the meeting was being recorded for the official record and would be posted online.

Executive Director Harris asked if any members of the public attending the meeting would like to identify themselves. Judith Mills-Wong, representing the League of Women Voters, identified herself as present on Zoom.

Deputy Attorney General Candace Park joined the meeting via Zoom at 9:15 a.m. No other members of the public were present in person, or on Zoom.

Agenda Item No. I: Consideration and Approval of the Minutes of the January 21, 2026, Meeting (2:37)

Commissioner Becker requested clarification of his statement on page 5 and asked that it read: “Commissioner Becker agreed, stating it highlighted Hawai‘i’s strong ethics code and rules and cited a session on procurement ethics as particularly valuable”.

Upon a motion by Vice Chair Hong to approve the minutes as corrected, seconded by Commissioner Thielen, the Commission approved the minutes of the January 21, 2026, meeting. All Commissioners present (Fong, Hong, Thielen, Becker, and Gray) voted in the affirmative.

Agenda Item No. II: Proposed Meeting Date Change (4:06)

Commissioners discussed and approved moving the next meeting to Wednesday, March 25, 2026, at 10:00 a.m.

Agenda Item No. III: Directors’ Report (5:10)

1. Education & Disclosures – Report/Updates (5:22)

Compliance Director Bonita Chang provided the following update:

- **Financial Disclosure Season Preparation**
Staff are preparing for the annual financial disclosure season for continuing employees and board members. Because May 31 falls on a Sunday, the filing deadline

1 is Monday, June 1. Staff will request annual updates from agency contacts and assist
2 filers throughout the process.

3
4 • **New Board Filers**

5 New board filers will be notified once updates are received from board
6 administrators following the end of the legislative session. New board terms
7 generally begin July 1, with an associated filing deadline in August. The month of
8 June is expected to be particularly busy due to the election year.

9
10 • **Candidate Disclosures**

11 Candidates for state elective office must file their ethics disclosures by June 12.
12 These disclosures are distinct from campaign spending reports and are filed with
13 the Commission.

14
15 • **Lobbying Disclosures**

16 With the start of the legislative session, staff have been actively assisting filers and
17 managing lobbying disclosures.

- 18
19 ➤ The January–February lobbying report is due March 31.
20 ➤ The March–April lobbying report is due June 1.

21
22 • **E-Filing System Enhancements**

23 The Commission has implemented new enhancements to the lobbying e-filing
24 platform. Improvements include streamlined dashboard views, additional filters, and
25 new pop-up alerts to ensure proper form submission and reduce duplicate or
26 erroneous entries. Appreciation was expressed to Patrick and the development
27 team for these improvements, which are expected to enhance the users' experience
28 and overall system efficiency.

29
30 **2. Guidance and Assignment Statistics – January 2026 (7:27)**

31
32 Executive Director Robert Harris reported that for the month of January, a total of 150
33 assignments were opened and 150 were closed. He provided the following partial
34 breakdown:

35
36 **New Assignments:**

- 37 • 26 Complaints received
38 • 26 Gift/Travel requests for guidance
39 • 79 Attorney of the Day inquiries

40
41 **Closed Assignments:**

- 42 • 30 Complaints closed
43 • 23 Gift/Travel guidance letters sent
44 • 71 Attorney of the Day inquiries

1 Director Harris noted that staff will provide more detailed quarterly reports, including
2 information on the sources and subject areas of Attorney of the Day requests and
3 complaints.

4
5 **3. Miscellaneous Office Projects/Updates (9:06)**
6

7 Executive Director Harris reported that the Commission’s annual report has been issued.
8 The report focuses on simplifying language, adding more graphics, and expanding the
9 statistical information provided compared to prior years. It includes summaries of trends
10 in Attorney of the Day inquiries, ethics training activities, and ethics complaints. These
11 metrics are presented in a more accessible format to enhance public understanding.
12

13
14 **Agenda Item No. IV: Discussion of Media Reports Concerning Ethics or the Ethics**
15 **Commission Since the Last Meeting (11:50)**
16

17 Executive Director Harris reported on several media articles:
18

- 19 • January 20, 2026, Civil Beat Op-Ed by Michael Lilly titled: [The Maui County Board of](#)
20 [Ethics Has Been Transformed.](#)
- 21 • Hawai'i Free Press article noting the Judicial Council is looking for applicants for Ethics
22 Commission vacancies.
- 23 • February 1, 2026, Civil Beat article titled: [Hot Political Topics Are Stoking Sunshine Bills](#)
24 [This Year.](#)
- 25 • Several mentions of the Ethics Commission’s vacancies include Maui News (Feb 1), Civil
26 Beat (Feb 4), HI Now (Feb 5), and Big Island Now (Feb 6).
- 27 • February 9, 2026, Star Advertiser article titled: [Tighter laws, tougher penalties sought](#)
28 [by lawmakers.](#)
- 29 • February 9, 2026, Star Advertiser editorial: [Anti-nepotism bills lift up government.](#)
- 30 • February 13, 2026, KPUA mentioned Ethics Commission vacancies
- 31 • February 15, 2026, Civil Beat Op-Ed by Robert Harris titled: [Don't Weaken Financial](#)
32 [Disclosure For The Board of Regents.](#)
- 33 • February 18, 2026, Civil Beat’s Sunshine Blog mentions vacancies for the Ethics
34 Commission, Campaign Spending Commission as well as the Honolulu Ethics
35 Commission, Director position.
36
37

38 **Agenda Item No. V: 2026 Legislative Matters (15:44)**
39

40 Executive Director Harris provided an overview of the ethics-related bills currently being
41 heard or scheduled for hearings at the legislature. He also offered commissioners the
42 opportunity to review and consider the submitted testimony.
43

44 Commissioners reviewed each bill, and discussion was held on the following bills:
45
46

1 **State Ethics Commission Package:**

2
3 **HB2106/SB2246** Expands the scope of persons who are subject to public financial
4 disclosure requirements to include executive directors and executive officers and
5 board and commission members for: The Employees' Retirement System, the
6 Hawai'i Employer-Union Health Benefits Trust Fund, the Hawai'i Green
7 Infrastructure Authority, the Hawai'i Technology Development Corporation, and the
8 School Facilities Authority.

9
10 Executive Director Harris explained that the legislation proposes a broader standard
11 for determining who must file a public financial disclosure. Rather than relying
12 solely on job titles, a functional test can be applied based on an individual's
13 responsibilities, fiscal authority, and administrative oversight.

14
15 Executive Director Harris explained that the bill creates a broad catch-all provision
16 to ensure that individuals are subject to the public financial disclosure requirement
17 based on their actual responsibilities, rather than their job titles.

18
19 Commissioner Becker moved to support an amendment removing express reference to the
20 special assistant to the state librarian of the public library system and adding broad
21 language indicating that public filers, regardless of the titles by which they are designated,
22 must file. Seconded by Commissioner Thielen. All Commissioners present (Fong, Hong,
23 Thielen, Becker, and Gray) voted in the affirmative.

24
25 **HB2110/SB2244** Subjects legislative and judicial employees to the same ethical
26 standards prohibiting nepotism as those applicable to other state employees.

27
28 Executive Director Harris provided an update on the legislation's status. He
29 explained that the Senate heard a version of the bill introduced by several senators,
30 which differs from the Commission's original proposal. He recommended that the
31 Senate committee adopt the Commission's preferred language, and the bill is
32 expected to move to decision-making next week without anticipated issues.

33
34 **Procurement:**

35 **HB1885/SB2970** prohibits a state agency from entering any contract to
36 procure or dispose of goods or services, or for construction, with any business that
37 is owned or operated, or in which a controlling interest is held, by a relative or
38 household member of a director or deputy director of a principal state department.

39
40 Executive Director Harris reported that, under the Commission's legislative
41 delegation policy, staff submitted testimony on the measure, even though it was not
42 originally a Commission bill. Staff also proposed amendments, which are included in
43 the agenda materials. The Senate Government Operations Committee adopted
44 these recommended amendments.

1 Director Harris explained that the amendments specify that the director, deputy
2 director, or acting director would be responsible for ensuring compliance with the
3 proposed requirements. Any enforcement actions would therefore be directed at
4 these individuals. The intent is to hold accountable those in leadership positions
5 whose actions or decisions could create conflicts, consistent with the general
6 structure of the ethics code, which primarily applies to individuals rather than
7 agencies.

8
9 Director Harris noted that enforcement would fall under the Commission's
10 authority. If a complaint were filed, the Commission would be responsible for
11 investigating and determining whether the director or deputy director violated the
12 standards of conduct.

13
14 Commissioners discussed the concern that titles such as "director" or "deputy
15 director" do not capture all departmental leadership roles.

16
17 Vice Chair Hong moved to support HB1885/SB 2970, including the proposed amendments
18 discussed, and to authorize staff to incorporate the Commission's additional
19 recommendations regarding agency leadership titles in future testimony and
20 correspondence. Seconded by Commissioner Gray. All Commissioners present (Fong,
21 Hong, Thielen, Becker, and Gray) voted in the affirmative.

22
23 **Anti- Nepotism:**

24 **SB2778** Executive Director Harris summarized the bill requiring the Governor,
25 Lieutenant Governor, department heads, deputy department heads, and legislators
26 to place any significant assets—other than standard checking or banking accounts
27 into blind trust. Staff submitted testimony recognizing the bill's intent to reduce
28 actual or perceived financial conflicts of interest, while identifying substantial
29 concerns with the blind trust requirement.

30
31 Director Harris explained that a blind trust can be useful in limited circumstances
32 but may not be appropriate or practical as a universal requirement for all covered
33 officials. Commissioners discussed examples illustrating that blind trusts may not
34 eliminate conflicts and could create unrealistic expectations for officeholders.

35
36 Director Harris emphasized that the proposal would require major changes to the
37 State Ethics Code and impose substantial implementation and enforcement
38 obligations on the Commission, potentially requiring increased resources.

39
40 The Commission reached consensus on recognizing the bill's underlying intent to
41 minimize financial conflicts of interest, while formally expressing strong concerns
42 about the requirement for blind trusts.

43
44 Commissioner Thielen moved to recognize the intent of minimizing financial conflicts of
45 interest, but to express strong concerns regarding the requirement for blind trust.

1 Seconded by Vice Chair Hong. All Commissioners present (Fong, Hong, Thielen, Becker,
2 and Gray) voted in the affirmative.
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4

5 **Agenda Item No. VI: Adjournment (59:16)**
6

7 At approximately 10:02 a.m., Vice Chair Hong moved to adjourn the meeting, seconded by
8 Commissioner Thielen. All Commissioners present (Fong, Hong, Thielen, Becker, and Gray)
9 voted in the affirmative.

10
11 The meeting was adjourned at 10:02 a.m.

12
13 Minutes approved on [].

DRAFT

SUNSHINE MEETING
AGENDA ITEM II

DIRECTORS' REPORT
March 25, 2026

1. Education & Disclosures – Report/Updates

Attachment 2: 2026 Training Statistics

2. Guidance and Assignment Statistics – February 2026

Attachment 3: 2026 Guidance and Assignment Statistics

3. Miscellaneous Office Projects / Updates

HAWAII STATE ETHICS COMMISSION 2026 TRAINING STATISTICS (Ethics Workshops and Presentations)			
DATE	PRESENTATIONS	IN PERSON PARTICIPANTS	WEBINAR PARTICIPANTS
1/8/2026	WEBINAR: Lobbyists Law Training	0	6
1/28/2026	WEBINAR: General Ethics Training	0	18
3/4/2026	WEBINAR: General Ethics Training	0	12
4/16/2026	WEBINAR: General Ethics Training, Charter Schools		
5/7/2026	WEBINAR: General Ethics Training		
7/23/2026	WEBINAR: Ethics for State Board & Commission members		
8/26/2026	WEBINAR: General Ethics Training		
9/24/2026	WEBINAR: Ethics for State Board & Commission members		
10/28/2026	WEBINAR: General Ethics Training		
11/20/2026	WEBINAR: Ethics for State Board & Commission members		
TOTAL	9 Presentations	0 participants	36 participants

2026 Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec Year to date

Training statistics

# of In-Person Trainings	0	0	0														0
# of People Trained In Person	0	0	0														0
# of On-Line Trainings (Self-Directed)	910	558															1,468
# of Lobbyists Law Trainings	95	48															143
# of Training Webinars	2	0	1														3
# of Participants in Training Webinars	24	0	12														36

New assignments

Attorney of the Day	79	73															152
Advisory Opinion	0	1															1
Anti-Fraud	9	13															22
Complaint	26	41															67
Gifts/Invitations/Travel	26	41															67
Guidance	0	0															0
Judicial Selection Comm'n	1	2															3
Nepotism	1	0															1
Training Request	0	1															1
Record Request	1	0															1
Project/Other	7	1															8
Total	150	173	0	0	0	0	0	0	0	0	0	0	0	0	0	0	323

Closed Assignments

Attorney of the Day	72	62															134
Advisory Opinion	1	0															1
Anti-Fraud	12	11															23
Complaint	30	36															66
Gifts/Invitations/Travel	23	39															62
Guidance	0	1															1
Judicial Selection Comm'n	1	2															3
Nepotism	1	0															1
Training Request	2	0															2
Record Request	1	2															3
Project/Other	8	0															8
Total	151	153	0	0	0	0	0	0	0	0	0	0	0	0	0	0	304

SUNSHINE LAW MEETING
AGENDA ITEM III

DISCUSSION OF MEDIA REPORTS CONCERNING ETHICS OR THE ETHICS COMMISSION
SINCE THE LAST MEETING

Description: The Commission will discuss recent media coverage related to ethics in government or the Hawai'i State Ethics Commission. The discussion may include consideration of potential responses, clarification of public information, or other appropriate actions.

No Attachments.

SUNSHINE LAW MEETING
AGENDA ITEM IV

2026 LEGISLATIVE MATTERS

No attachments.

SUNSHINE LAW MEETING
AGENDA ITEM V

EVALUATION OF EXECUTIVE DIRECTOR ROBERT D. HARRIS

The Hawai'i State Ethics Commission may convene an executive session pursuant to Hawai'i Revised Statutes section 92-5(a)(2) to discuss matters relating to the evaluation of an employee where consideration of matters affecting privacy will be involved, and/or under section 92-5(a)(4), to consult with the Commission's attorneys on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

Attachment 4: Staff Overview

Attachment 5: Proposed Poll Questions

EVALUATION OF EXECUTIVE DIRECTOR ROBERT D. HARRIS

STAFF OVERVIEW

Introduction

This overview outlines a process for evaluating the performance of Executive Director Robert D. Harris over the past year. The review includes (1) an examination of the Commission’s annual report, (2) a self-evaluation, and (3) feedback gathered from a Commissioner Survey (see attachment 2).

Staff members have been encouraged to provide input directly to the Executive Director through either anonymous or non-anonymous submissions. Additionally, they have been informed that they may approach Commissioners directly to share concerns or substantive feedback warranting Commission attention.

Please note that all materials included in this review will be publicly discussed during the Sunshine agenda.

1. Evaluation Criteria

a. Annual Report

The Commission may use the annual report to evaluate the overall achievements of the Commission and its staff in the 2025 calendar year. The 2025 Annual Report is available at <https://ethics.hawaii.gov/> under the “About” tab and “Annual Report” drop-down.

b. Self-Evaluation

The Executive Director will provide a reflective assessment of his performance, emphasizing the following areas:

- Leadership and team management
- Effective execution of core responsibilities
- Collaboration with internal and external stakeholders
- Areas for improvement and future objectives

c. Commissioner Poll

A targeted poll will be distributed to gather feedback from the commissioners (see proposed Attachment 2). The poll is modeled on the Executive Director’s job description to ensure alignment with key responsibilities and expectations. All responses will be collected

anonymously and averaged to provide a comprehensive overview of the feedback. This approach attempts to ensure confidentiality while allowing for constructive insights.

2. **Proposed Next Steps**

The following timeline is proposed to facilitate a timely and efficient review process.

- **March 30, 2026:** Distribution of Commissioner Poll via email and submission of a Self-Evaluation to Commissioners.
- **April 6, 2026:** Responses due to the Commissioner Poll.
- **April 15, 2026:** Presentation of compiled feedback and discussion during the Commission meeting.

RDH/lo

Proposed Commissioner’s Survey
2025 Evaluation of Executive Director Robert Harris

A. **Legal Counsel to the Commission.** Advises Commissioners on legal issues; ensures Commissioners are aware of both sides of the issue; and applies ethics and lobbying laws in a fair and consistent manner.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):

B. **Meetings and training.** Develops positive, cooperative, and collaborative relationships; assists in conducting meetings in a timely manner; and receives input.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):

C. **Administration and Enforcement of Ethics and Lobbying Laws.** Oversees, plans, and implements effective complaint investigations; oversees the timely administration and compliance with disclosure requirements; and oversees enforcement proceedings.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):

D. **Education Program.** Develops, conducts, and manages an educational program for state employees and government officials; develops educational materials to help ensure compliance; and helps with the development, design, and maintenance of the Commission's website.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):

E. **Media.** Responds to the media in a clear, concise, and professional manner; and issues appropriate news releases, commentaries, and letters to the editor as necessary.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):

F. **Relationships.** Maintains professional relations with other state, local, and federal agencies; maintains relations with local and national organizations, such as Common Cause Hawaii, the League of Women Voters, and the Council on Governmental Ethics Laws; and promotes ethics and "good government" initiatives.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):

G. **Legislation.** Drafts, edits, and/or reviews legislative testimony; understands and actively engages in the legislative process; participates in legislative hearings in a professional manner; engages with key government decision-makers; and works collaboratively with community groups and members of the public on matters of common interest.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):

H. **Budget and Fiscal Operations.** Plans, prepares, and manages the Commission's budget; ensures fiscal operations of the office are in accordance with applicable laws; and negotiates and executes office lease agreements and other agreements and contracts on behalf of the Commission.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):

I. **Administration and Management.** Handles conflicts and disagreements with sensitivity and tact; communication is clear, effective, and respectful, demonstrates high standards of integrity and fairness; treats everyone with dignity and respect; works to develop and foster high morale and positive relationships with staff; and fosters effective teamwork.

1 2 3 4 5 6 7 8 9 10

Specific Feedback (if any):