

SUNSHINE LAW MEETING

Sunshine Law Attachments

- Attachment 1: Letter of Resignation from Wesley F. Fong
- Attachment 2: Election of Officers: Applicable Administrative Rules and current Commissioner Terms
- Attachment 3: Sunshine Law Meeting Minutes of the April 15, 2026, Hawai'i State Ethics Commission Meeting
- Attachment 4: 2026 Training Statistics
- Attachment 5: 2026 Guidance and Assignment Statistics
- Attachment 6: 2025 Final Evaluation of Executive Director Robert Harris Summary Report



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:

Robert Hong, Acting Chair

Cynthia Thielen • Roderick Becker • Moya Gray

Date: May 20, 2026

Time: 9:00 a.m.

Location: Zoom Videoconference or Phone:

Video conference: [Join Zoom Meeting](https://us06web.zoom.us/j/88972133534?pwd=pNuaBYGE6TzYLVJDgZDmgWeqF1KKOw.1)
[https://us06web.zoom.us/j/88972133534?pwd=pNuaB
YGE6TzYLVJDgZDmgWeqF1KKOw.1](https://us06web.zoom.us/j/88972133534?pwd=pNuaBYGE6TzYLVJDgZDmgWeqF1KKOw.1)

Phone: +1 (408) 638-0968 or +1 (669) 444-9171

Phone passcode: 962855

Meeting ID: 889 7213 3534

Passcode: t5uvC0

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 meeting location above or participate remotely via the Zoom link 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. Discussion and Possible Action Regarding Election of Commission Officers

Attachment 1: Letter of Resignation from Wesley F. Fong

Attachment 2: Election of Officers: Applicable Administrative Rules and Current Commissioner Terms

II. Consideration and Approval of the Minutes of the April 15, 2026 Meeting.

Attachment 3: Sunshine Law Meeting Minutes of the April 15, 2026, Hawai'i State Ethics Commission Meeting.

III. Recognition of Chair Wesley F. Fong for his 8 years of distinguished service on the Hawai'i State Ethics Commission.

IV. Directors' Report

1. Education & Disclosures – Report/Updates

Attachment 4: 2026 Training Statistics

2. Guidance and Assignment Statistics – April 2026

Attachment 5: 2026 Guidance and Assignment Statistics

3. Miscellaneous Office Projects/Updates

V. 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.

VI. 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.

State Ethics Commission Bills:

- **HB2110/SB2244** – Subjects legislative and judicial employees to the same ethical standards prohibiting nepotism that are applicable to other state employees. **These measures did not move.**
- [SB2245](#) - Prohibits new state employees from taking official action 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. **The House did not appoint conferees; the measure has died.**
- [SB2246](#) - Expands the scope of persons who are subject to public financial disclosure requirements. Makes technical, conforming amendments to disclosure provisions applicable to legislators. Clarifies that an amount of stock may be reported by the value or number or shares. **House did not appoint conferees; the measure has died.**
- [SB2247](#) - Prohibits any Executive Branch employee who is nominated or appointed by the Governor to a compensated position subject to confirmation by the Senate and who exercises authority or significant influence over the solicitation, award, or administration of state contracts, from engaging in certain campaign fundraising. **Enrolled to the Governor; Effective upon approval.**
- [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. **House did not hear the bill; the measure has died.**

VII. 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 6: 2025 Final Evaluation of Executive Director Robert Harris
Summary Report*

VIII. 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/accessible formats.

SUNSHINE LAW MEETING
AGENDA ITEM I

DISCUSSION AND POSSIBLE ACTION REGARDING ELECTION OF COMMISSION
OFFICERS

Attachment 1: Letter of Resignation from Wesley F. Fong

Attachment 2: Election of Officers: Applicable Administrative Rules and current
Commissioner Terms.

Note: Commissioners may choose to delay this election until a new Commissioner has been
appointed to fill the current vacancy.

RECEIVED VIA EMAIL:

Subject:Letter of Resignation

Date: 2026-04-20 3:28 pm

From: Wesley F. Fong

To: Robert D. Harris

Robert, Fellow Commissioners and SEC Staff:

Please accept my letter of resignation effective as of 21 April 2026 due to my being appointed by the Governor to the Hawaii Sister State and International Partnership Commission, effective as of 30 April 2026.

It is with mixed feelings that I leave the Hawaii State Ethics Commission. I thank the Governor for this appointment and the opportunity to continue my service to the State of Hawaii. I look forward to this new challenge. However, I will miss working with all of you in fulfilling the mission of the State Ethics Commission. It has been a pleasure and honor to work with such competent and dedicated professionals.

A special thank you to ED Robert for working with me and helping me do my duty as the chair.

I have always said that ethics is the cornerstone of good and honest government.

My sincere mahalo,

Wes Fong, Chair

SUNSHINE LAW MEETING
AGENDA ITEM I

ELECTION OF OFFICERS: APPLICABLE ADMINISTRATIVE RULES AND CURRENT
COMMISSIONER TERMS

The Commission's administrative rules provide for the annual election of a chair and vice chair whose terms will commence on January 1 of each year. Hawai'i Administrative Rules § 21-1-10 states as follows:

§ 21-1-10 Chairperson and vice-chairperson. (a) A chairperson shall be elected by a majority of all the members to which the commission is entitled, who shall serve for a term of one year or until a successor is elected, with such term to commence on January 1 of each year.

(b) A vice-chairperson, who shall call and chair meetings in the incapacity or absence of the chairperson, shall be elected by a majority of all the members to which the commission is entitled, and shall serve for a term of one year or until a successor is elected, with such term to commence on January 1 of each year.

The Commission has previously scheduled the election of officers in January. However, in some years, the Commission has deferred the election of officers to July and kept the current officers in place until that time.

At the Commission's meeting on February 21, 2026, the Commission elected its current officers, Chair Fong and Vice Chair Hong. On April 30, 2026, Chair Fong resigned due to his appointment to another commission. Commissioner Hong now serves as acting chair.

The Commission may elect a new chairperson and/or vice chair or defer the matter until new members are appointed by the Governor.

The following table is provided for your information.

Commissioner	Date Appointed	Term End	Date of Reappointment	Term End
Wesley Fong	7/01/2018	6/30/2022	7/01/2022	4/21/2026
Robert Hong	7/01/2022	6/30/2026		
Cynthia Thielen	7/28/2023	6/30/2027		
Roderick Becker	9/16/2024	6/30/2028		
Moya Gray	11/25/2025	6/30/2029		

(Note: Commissioners may be appointed to two consecutive four-year terms.)

SUNSHINE LAW MEETING
AGENDA ITEM II

CONSIDERATION AND APPROVAL OF THE MINUTES OF THE
APRIL 15, 2026 MEETING

Attachment 3: Sunshine Law Meeting Minutes of the April 15, 2026
Hawai'i State Ethics Commission Meeting

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

STATE OF HAWAI'I

1 Date: April 15, 2026
2
3 Time: 9:00 a.m.
4
5 Location: Hybrid meeting held via Zoom video and audio conference
6
7 Recorded video available at
8 https://ethics.hawaii.gov/category/commissionmeetings/comm_videos/
9
10 Public Meeting Location
11 Hawai'i State Ethics Commission Conference Room
12 1001 Bishop Street
13 American Savings Bank Tower, Suite 970
14 Honolulu, Hawai'i 96813
15
16 Attendance: State Ethics Commission Members
17 Wesley F. Fong, Chair (in person)
18 Robert Hong, Vice Chair (via Zoom)
19 Cynthia Thielen, Commissioner (in person)
20 Roderick Becker, Commissioner (Excused)
21 Moya Gray, Commissioner (in person)
22
23 State Ethics Commission Staff
24 Robert D. Harris, Executive Director (in person)
25 Kee M. Campbell, Enforcement Director (via Zoom)
26 Bonita Y.M. Chang, Compliance Director (via Zoom)
27 Nancy C. Neuffer, Staff Attorney (via Zoom)
28 Jodi L. K. Yi, Staff Attorney (via Zoom)
29 Jared Elster, Investigator (via Zoom)
30 Patrick Lui, Computer Specialist (via Zoom)
31 Melissa Vomvoris, Administrative Assistant (in person)
32
33 Guests and Members of the Public
34 Candace Park, Deputy Attorney General (via Zoom)
35 HNN (via Zoom)
36 Emmittf (via Zoom, joined at 9:05 a.m.)
37 Greg Misakian, President of Kokua Council (in person, arrived at 9:08 a.m.)

1 **CALL TO ORDER (0:05)**

2
3 Chair Fong called the meeting to order at 9:01 a.m. Chair Fong, Commissioners Thielen and
4 Gray, attended in person; Vice Chair Hong was present via Zoom; and Commissioner
5 Becker was excused. Executive Director Harris noted the presence of staff on Zoom and
6 reminded participants that the meeting was being recorded for the official record and
7 would be posted online.

8
9 Executive Director Harris asked if any members of the public attending the meeting would
10 like to identify themselves. No guests identified themselves.

11
12
13 **Agenda Item No. I: Consideration and Approval of the Minutes of the March 25, 2026,**
14 **Meeting (2:40)**

15
16 Upon a motion by Commissioner Thielen, seconded by Commissioner Hong, the
17 Commission approved the minutes of the March 25, 2026, meeting. With the excused
18 absence of Commissioner Becker, all Commissioners present (Fong, Hong, Thielen, and
19 Gray) voted in the affirmative.

20
21
22 **Agenda Item No. II: Consideration and Approval of the Minutes of the March 25, 2026,**
23 **Executive Session Meeting (3:47)**

24
25 Upon a motion by Commissioner Thielen, seconded by Commissioner Gray, the
26 Commission approved the Executive Session minutes of the March 25, 2026, meeting. With
27 the excused absence of Commissioner Becker, all Commissioners present (Fong, Hong,
28 Thielen, and Gray) voted in the affirmative.

29
30
31 **Agenda Item No. III: Directors' Report (4:30)**

32
33 **1. Education & Disclosures – Report/Updates (4:39)**

34
35 Compliance Director Bonita Chang provided the following update:

36 **• Financial Disclosure Season**

37 The annual filing deadline for continuing filers is Monday, June 1, 2026. Staff
38 members have been assisting callers with submitting their financial disclosures.
39 After the Hawai'i State Senate's advice and consent process is completed, staff will
40 contact new board and commission members to file their financial disclosures and
41 complete the mandatory ethics training course.
42

1 • **Website updates**

2 The updated online complaint form was launched on April 1st, with a new landing
3 page and FAQs to streamline and enhance the user experience and to make the
4 intake process more administratively efficient.

5
6 **2. Guidance and Assignment Statistics – March 2026 (6:02)**

7
8 Enforcement Director Kee Campbell reported that a total of 92 of the 101 complaints
9 received this year have been closed.

10
11 The First Quarterly enhanced statistical reporting shows that a total of 108 complaints
12 were opened. With the newly revised online complaint form, staff anticipate a reduction in
13 “no jurisdiction” complaints and expect to be able to direct people more appropriately and
14 efficiently. Statistical data indicate that approximately half of the complaints received are
15 outside the Commission’s jurisdiction, and about half are referred to other agencies. Fair
16 Treatment complaints continue to be the most common type of issue received.

17
18 Attorney of the Day trends indicate that most questions concern gifts and fair treatment
19 inquiries. A total of 27 written guidance summaries were emailed during the quarter, and 2
20 guidance letters were issued.

21
22 Director Campbell explained that “lack of jurisdiction” complaints generally involve matters
23 related to non-state employees. Staff refers these complaints to the appropriate county or
24 federal agency that may have jurisdiction and notifies known complainants where they can
25 properly file their complaint.

26
27 **Chair Fong noted a guest arrived: Greg Misakian introduced himself. (10:22)**

28
29 Executive Director Robert Harris noted that as staff continue to develop the enhanced
30 reporting features, future reports will include more detail on where non-jurisdictional
31 complaints are being directed. These reports are intended to update the Commission and
32 the public on the number of inquiries received each month for transparency purposes.
33 Details of individual cases, which are confidential, are shared with the Commission in the
34 non-sunshine, adjudicatory meetings.

35
36 **New Assignments in March:**

- 37 • 34 Complaints received
38 • 22 Gift/Travel requests for guidance
39 • 68 Attorney of the Day inquiries

40
41 **Closed Assignments in March:**

- 42 • 26 Complaints closed
43 • 27 Gift/Travel guidance letters sent
44 • 59 Attorney of the Day inquiries

1 **3. Miscellaneous Office Projects/Updates (19:56)**
2

3 Executive Director Harris provided the Q3 financial report, noting that most costs are fixed
4 and the Commission is on budget for the year.
5

6 Director Harris noted that the Commission's Secretary, Lynn O'Ravitz, will be leaving the
7 office sometime in July. She has been with the office for the past 10 years and has benefitted
8 the Commission on multiple levels. She will be sorely missed.
9

10 Vice Chair Hong recommended that a letter of recognition be sent to Ms. O'Ravitz for her
11 service to the Commission.
12

13
14 **Agenda Item No. IV: Discussion of Media Reports Concerning Ethics or the Ethics**
15 **Commission Since the Last Meeting (23:59)**
16

17 Executive Director Harris reported on several media articles:

- 18 • March 25, 2026, Star Advertiser – Column: More to do to earn public's trust in local
19 government <https://www.staradvertiser.com/2026/03/25/editorial/island-voices/column-more-to-do-to-earn-publics-trust-in-local-government/>
20
21
- 22 • March 29, 2026, Civil Beat – The Sunshine Blog: Budget Constraints Doom Full Public
23 Funding of Elections <https://www.civilbeat.org/2026/03/the-sunshine-blog-budget-constraints-doom-full-public-funding-of-elections/>
24
25
- 26 • April 11, 2026, HNN – Campaign Spending Commission Investigation Lt. Gov. Luke's 2022
27 Accounting <https://www.hawaiinewsnow.com/2026/04/11/campaign-spending-commission-investigating-lt-gov-lukes-2022-accounting/>
28
29
- 30 • April 12, 2026, Civil Beat – The Sunshine Blog: No Rain Check For State Lawmakers
31 **(mentions HB2246)** <https://www.civilbeat.org/2026/04/the-sunshine-blog-no-rain-check-for-state-lawmakers/>
32
33

34
35 **Agenda Item No. V: 2026 Legislative Matters (25:15)**
36

37 Executive Director Harris provided an overview of the ethics-related bills currently still
38 moving through the legislative process. He specifically noted that the ethics commission
39 package bills, SB2245, SB2246, SB2247, SB2248 will be headed to conference committees.
40

41 The Commission's nepotism bill was deferred as well as HB1873 which would have removed
42 the public financial disclosure requirement for the UH Board of Regents.

1 **Agenda Item No. VI: Evaluation of Executive Director & General Counsel Robert D. Harris**
2 **(28:59)**

3
4 Upon a motion by Commissioner Theilen, seconded by Commissioner Gray, this matter
5 was deferred to the May 20, 2026, Commission meeting. With the excused absence of
6 Commissioner Becker, all Commissioners present (Fong, Hong, Thielen, and Gray) voted in
7 the affirmative.
8

9
10 **Announcements: (30:55)**

11
12 Chair Fong announced that the Governor appointed him to the newly revised commission
13 called the Hawai'i State International Partnership Commission. This will be his last meeting
14 serving as a Hawai'i State Ethics Commissioner.
15

16
17 **Agenda Item No. VII: Adjournment (34:10)**

18
19 At approximately 9:36 a.m., Commission Thielen moved to adjourn the meeting, seconded
20 by Commissioner Gray. With the excused absence of Commissioner Becker, all
21 Commissioners present (Fong, Hong, Thielen, and Gray) voted in the affirmative.
22

23 The meeting was adjourned at 9:36 a.m.

24
25 Minutes approved on [], 2026.

SUNSHINE LAW MEETING
AGENDA ITEM III

RECOGNITION OF CHAIR WESLEY F. FONG FOR HIS 8 YEARS OF DISTINGUISHED
SERVICE ON THE HAWAI'I STATE ETHICS COMMISSION.

No Attachments

SUNSHINE MEETING
AGENDA ITEM IV

DIRECTORS' REPORT
May 20, 2026

1. Education & Disclosures – Report/Updates

Attachment 4: 2026 Training Statistics

2. Guidance and Assignment Statistics – April 2026

Attachment 5: 2026 Guidance and Assignment Statistics

3. Miscellaneous Office Projects / Updates

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	0								0
# of People Trained In Person	0	0	0	0	0								0
# of On-Line Trainings (Self-Directed)	910	558	474	350									2,292
# of Lobbyists Law Trainings	95	48	23	18									184
# of Training Webinars	2	0	1	1	1								5
# of Participants in Training Webinars	24	0	12	45	4								85
New assignments													
Attorney of the Day	79	73	68	62									282
Advisory Opinion	0	1	0	0									1
Anti-Fraud	9	13	16	3									41
Complaint	26	41	34	26									127
Gifts/Invitations/Travel	26	41	22	39									128
Guidance	0	0	1	1									2
Judicial Selection Comm'n	1	2	3	0									6
Nepotism	1	0	1	0									2
Training Request	0	1	0	1									2
Record Request	1	0	0	1									2
Project/Other	7	1	2	1									11
Total	150	173	147	134	0	0	0	0	0	0	0	0	604
Closed Assignments													
Attorney of the Day	72	62	65	68									267
Advisory Opinion	1	0	0	0									1
Anti-Fraud	12	11	19	1									43
Complaint	30	36	25	28									119
Gifts/Invitations/Travel	23	39	27	39									128
Guidance	0	1	1	1									3
Judicial Selection Comm'n	1	2	3	0									6
Nepotism	1	0	0	1									2
Training Request	2	0	1	1									4
Record Request	1	2	0	1									4
Project/Other	8	0	2	1									11
Total	151	153	143	141	0	0	0	0	0	0	0	0	588

SUNSHINE LAW MEETING
AGENDA ITEM V

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 VI

2026 LEGISLATIVE MATTERS

No attachments.

SUNSHINE LAW MEETING
AGENDA ITEM VII

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 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 6: 2025 Final Evaluation of Executive Director Robert Harris

**HAWAI'I STATE ETHICS COMMISSION
2025 FINAL EVALUATION OF EXECUTIVE DIRECTOR ROBERT HARRIS**

The Hawai'i State Ethics Commission conducted its annual evaluation of Executive Director Robert Harris for the 2025 calendar year. The overall score was 9.8 (using a scale of 1 to 10). Table A lists the average scores for each of the nine categories. Table B lists the nine areas evaluated by the Commission and the specific feedback and comments concerning the subject area.

TABLE A: AVERAGE SCORE BY CATEGORY

CATEGORY	AVERAGE SCORE
A. Legal Counsel to the Commission	9.8
B. Meetings & Training	10
C. Administration & Enforcement of Ethics & Lobbying Laws	9.6
D. Education Program	10
E. Media	9.6
F. Relationships	9.8
G. Legislation	9.8
H. Budget & Fiscal Operations	9.8
I. Administration & Management	9.8
GRAND TOTAL	9.8

TABLE B: SURVEY QUESTIONS & FEEDBACK BY COMMISSION

- 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.
- Robert has done a great job providing counsel to the Commission. In some cases, however, clearer presentation of the relevant facts and evidence would have been helpful. It may also be useful to provide staff with additional training opportunities.
 - Robert keeps the Commissioners well informed to keep us current.
 - Robert does a good job explaining the issues in a balanced fashion.
- B. Meetings and training.** Develops positive, cooperative, and collaborative relationships; assists in conducting meetings in a timely manner; and receives input.
- I feel that the Commission meetings were well run and the Commission Chair was appropriately advised about the issues before the meetings. The training program is doing very well and represents a model for State government.
 - Under Robert's leadership training of required state employees has exceeded 90%.
- 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.
- The staff has done an excellent job addressing new cases and enforcement under Robert's guidance.
 - Under his leadership the staff has expeditiously taken care of all complaints within two years.

- 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.
- Robert has been active working with other agencies insuring access to Ethics training and help. The monthly statistics have been both helpful and reassuring of continued education efforts of the State employees. The online training has been an excellent educational effort.
 - Under his leadership, staff has provided relevant ethics training for all required state employees with an on duty lawyer to answer questions via phone.
- 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.
- The forwarding to the Commission of relevant publications has been very helpful.
 - Robert has an excellent rapport with the media, especially Civil Beat, who highlights the commission's work
- F. Relationships.** Maintains professional relations with other state, local, and federal agencies; maintains relations with local and national organizations, such as Common Cause Hawai'i, the League of Women Voters, and the Council on Governmental Ethics Laws; and promotes ethics and "good government" initiatives.
- I am very impressed by the staff's acknowledgement of Robert's efforts to promote a positive environment. Robert's offers of assistance to other commissions is also well done.
 - Robert has a very good working relationship with the Campaign Spending Commission and recently offered testimony in support of Maui Ethics Commission in getting needed staff.

- 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.
- Robert has done an excellent job keeping us informed about the progress of the material presented for legislation. He has also done an excellent job engaging other key decision-makers.
 - Through Robert's personal efforts, many Commission's ethics legislation were passed by the state legislature.
- 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.
- Excellent feedback at our monthly Commission meetings on Budget and Fiscal matters.
 - The Commission was under budget due to the fiscal management by Robert and staff.
- 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.
- The staff has expressed very positive comments on Robert's Administrative skills.
 - Robert's staff has given him high marks in this category. He has always treated the Commissioners with professional respect and courtesy.