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SCMF-10-0000186

IN THE SUPREME COURT OF THE STATE OF HAWAI‘I

In the Matter of the

DISCIPLINARY BOARD OF THE HAWAI‘I SUPREME COURT

ORDER APPROVING THE BUDGET OF THE DISCIPLINARY
BOARD OF THE HAWAI‘I SUPREME COURT FOR CALENDAR YEAR 2026
(By: McKenna, Acting C.J., Eddins, Ginoza, and Devens, JJ., and
Intermediate Court of Appeals Chief Judge Nakasone,
assigned by reason of vacancy)

Upon consideration of the 2026 proposed budget,
submitted to this court on October 1, 2025 by the Disciplinary
Board of the Hawai‘i Supreme Court, and our review of the Hawai‘i
State Bar Association’s (HSBA) letter dated September 29, 2025,
wherein the HSBA concurred with the 2025 proposed Disciplinary
Board budget, we note the Disciplinary Board seeks to keep the
following annual fees the same:

Type Registration	Rate
Active/Gov. <5 yrs	\$200.00
Active/Gov. >5 yrs	\$350.00
Pro Hac Vice	\$650.00
Inactive <70 years age	\$50.00
Inactive >70 years age/medical	\$0.00.

It is hereby ordered pursuant to Rule 2.4(e)(8) of the Rules of the Supreme Court of the State of Hawai'i that the Disciplinary Board's proposed budget for calendar year 2026, a copy of which is attached hereto, and the requested annual fees, are approved.

DATED: Honolulu, Hawai'i, November 5, 2025.

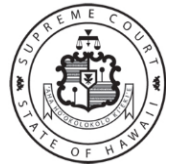
/s/ Sabrina S. McKenna

/s/ Todd W. Eddins

/s/ Lisa M. Ginoza

/s/ Vladimir P. Devens

/s/ Karen T. Nakasone



PROPOSED 2026 DISCIPLINARY BOARD BUDGET
(08/28/2025)

		2025 Budget	2025 Estimated Actual	2026 Budget	Notes for 2026
1	Revenue				
2	Attorney Registration Fees	\$ 2,168,400	\$ 2,035,231	\$ 2,056,100	Note A
3	Interest on Bank Accounts	\$ 24,000	\$ 30,000	\$ 24,000	
4	Lawyers' Fund	\$ 120,000	\$ 120,000	\$ 120,000	Note B
5					
6	TOTAL REVENUE	\$ 2,312,400	\$ 2,185,231	\$ 2,200,100	
7	Expenditures				
8	Salaries				Note C
9	Chief Disciplinary Counsel (Kong)				
10	Deputy Chief Disciplinary Counsel (Fasi)				
11	Deputy Chief Disciplinary Counsel (Richelieu)				
12	Deputy Disciplinary Counsel (Hebblethwaite)				
13	Deputy Disciplinary Counsel (Harada)				
14	Deputy Disciplinary Counsel (Sewell)				
15	Deputy Disciplinary Counsel (Lam)				
16	Disciplinary Investigator (Sayavong)				
17	Manager Office Administration (Okamoto)				
18	IT and Administrative Specialist (A Sakurai)				
19	IT and Administrative Specialist (E Sakurai)				
20	Administrative Assistant (new)				
21	Disciplinary Board Administrative Dir (Hee)				
22	Management Premium	\$ 40,000			
23	TOTAL SALARIES	\$ 1,031,950	\$ 1,120,650	\$ 1,198,475	
	Disciplinary Board Professional Contract Service				Note D.1
24	(includes Board Counsel)	\$ 10,000	\$ 10,000	\$ 10,000	
25	ODC Professional Contract Services (Adjunct/Contract Trustees)	\$ 250,000	\$ 224,800	\$ 199,600	Note D.2
26			\$ -		
27	TOTAL SALARIES AND PROFESSIONAL CONTRACT SERVICES	\$ 1,331,950	\$ 1,355,450	\$ 1,408,075	
28					
29	Benefits:				
30	Retirement	\$ 103,195	\$ 93,880	\$ 119,847	Note E.1
31	Medical Plans	\$ 112,620	\$ 105,620	\$ 114,600	Note E.2
32	Group Life Insurance	\$ 4,000	\$ 4,880	\$ 5,000	
33	FICA	\$ 81,774	\$ 79,800	\$ 82,000	

PROPOSED 2026 DISCIPLINARY BOARD BUDGET
(08/28/2025)

		2025 Budget	2025 Estimated Actual	2026 Budget	Notes for 2026
34	Workers' Compensation	\$ 6,000	\$ 4,000	\$ 5,000	
35	Unemployment Comp.	\$ 11,000	\$ 9,000	\$ 9,000	
36	TDI	\$ 6,000	\$ 3,700	\$ 4,000	
37	Long Term Disability Ins.	\$ 4,500	\$ 5,272	\$ 5,800	
38	Bar Membership Fees	\$ 3,095	\$ 3,504	\$ 4,123	Note E.3
39	Parking	\$ 16,920	\$ 14,700	\$ 12,480	Note E.4
40	EAP	\$ 1,000	\$ 1,000	\$ 1,000	Note E.5
41	TOTAL BENEFITS	\$ 350,104	\$ 325,356	\$ 362,850	
42					
43	Current Expenses:				
44	Services on a Fee Basis				
45	Accountant Fees	\$ 6,600	\$ 6,276	\$ 6,600	
46	MB Technologies	\$ 13,000	\$ 2,940	\$ -	
47	InTech-Cyber-Security Consultant	\$ 15,000	\$ 1,275	\$ -	
48	Indevtech	\$ -	\$ 60,425	\$ 60,000	Note F
49	Pension Services Corp.	\$ 3,000	\$ 3,000	\$ 3,000	
50	Akamai Messenger Service	\$ 2,500	\$ 2,500	\$ 2,500	
51	Ceridian	\$ 3,200	\$ 3,000	\$ 3,200	
52	CPA Review of Financials	\$ 6,000	\$ 6,000	\$ 6,000	
53	Gum Design	\$ 900	\$ 1,250	\$ 1,375	
54	Stationery & Supplies	\$ 5,000	\$ 7,500	\$ 8,000	
55	Postage/Postal Charges	\$ 3,000	\$ 4,000	\$ 5,000	
56	Telephone (Servpac)	\$ 9,000	\$ 9,520	\$ 10,472	
57	Trans (Neighbor Island)	\$ 4,000	\$ 4,000	\$ 6,400	Note G.1
58	Subsistence (Neighbor Island)	\$ 10,000	\$ 18,000	\$ 19,800	Note G.2
59	Trans (Out of State)	\$ 3,000	\$ 3,050	\$ 4,500	Note H.1
60	Subsistence (Out of State)	\$ 5,145	\$ 4,000	\$ 6,975	Note H.2
61	Conference Registration Fees	\$ 1,500	\$ 2,000	\$ 2,500	Note H.3
62	Car Rental/Taxi/Uber-Lyft	\$ 1,000	\$ 1,500	\$ 1,500	
63	Publications/Subscriptions	\$ 1,000	\$ 500	\$ 500	
64	Office Rent (CFT)	\$ 96,674	\$ 97,132	\$ 98,036	Note I
65	Office Rent (212 Merchant St Ste 310)	\$ 25,044	\$ 25,044	\$ 25,044	Note J
66	R & M (Leasing of Equipment)	\$ 10,000	\$ 12,750	\$ 14,025	Note K.1
67	Vyanet Security Camera				
68	Copier Lease				
69	Postage Meter Lease				
70	R & M (Office)	\$ 500	\$ 500	\$ 500	Note K.2

PROPOSED 2026 DISCIPLINARY BOARD BUDGET
(08/28/2025)

		2025 Budget	2025 Estimated Actual	2026 Budget	Notes for 2026
108	TOTAL CURRENT EXPENSES	\$ 468,871	\$ 556,944	\$ 510,097	
109					
110	Capital Expenses:				
111	Equipment				
112	Computer Hardware	\$ -	\$ -	\$ 10,000	
113	PowerEdge R550 Server	\$ 40,500	\$ -	\$ -	
114	Cables	\$ 92	\$ 250	\$ 100	
115	Recorders, Tapes, etc.	\$ 300	\$ 100	\$ 100	
116	Furnishing:				
117	Desks, Tables, etc.	\$ 1,500	\$ 1,500	\$ 10,000	Note R
118	TOTAL CAPITAL EXPENSES	\$ 42,392	\$ 1,850	\$ 20,200	
119	(RECOVERED COSTS)				
120	TOTAL EXPENDITURES	\$ 2,193,317	\$ 2,239,600	\$ 2,301,222	
121	Excess of Revenue over Expenditures	\$ 119,083	\$ (54,369)	\$ (101,122)	
122	Beginning Reserves	\$ 542,003	\$ 443,564	\$ 389,195	
123	Ending Reserves	\$ 661,086	\$ 389,195	\$ 288,073	
124	TOTAL RESERVES				
125					
126	ALLOCATED RESERVES				
127	OPERATING EXPENSES RESERVES				
128	SURPLUS RESERVES				
	8/28/2025				

A. COMPUTATION OF DISCIPLINARY BOARD FUNDS IN 2026

A. PROJECTED 2026 REGISTRATION FEES BY CATEGORY (estimate).

Cateogory	No. of Attorneys*	Registration Fee	Amount
Active Attorneys			
1-4 Years	278	\$ 200.00	\$ 55,600.00
5+ Years	4592	\$ 350.00	\$ 1,607,200.00
Inactive	3316	\$ 50.00	\$ 165,800.00
Pro Hac Vice	350	\$ 650.00	\$ 227,500.00
			\$ 2,056,100.00

*Based on 2025 Dues collected by HSBA from 01/01/25 to 06/30/2025

B. CALCULATION OF 2026 TOTAL AVAILABLE REVENUE.

2026 ARS Receipts	\$2,056,100.00
Interest on Bank Accounts	\$24,000.00
Lawyers' Fund Admin Fee	\$120,000.00
	\$2,200,100.00

C. CALCULATION OF CARRYOVER AT DECEMBER 31, 2025

2025 Projected Revenue	\$2,185,231.00
2025 Project Expenditures	\$2,239,600.00
2025 Excess of Revenue Over Expenditures	-\$54,369.00
December 31, 2024 Carryover	\$443,564.00
2025 Estimated Ending Reserves	\$389,195.00

D. TOTAL FUNDS AVAILABLE FOR 2026	\$2,589,295.00
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7/25/2025

B. NOTES

A. Attorney Registration Fees [Line 2]

The revenue projection is based on the number of attorneys registered in 2025 with HSBA through June 30, 2025.

The Board and ODC will not be seeking an increase in dues for 2026.

B. Lawyers' Fund for Client Protection [Line 4]

ODC currently provides, under contract, administrative and professional support to the Lawyers' Fund primarily consisting of shared use of five staff members [one disciplinary investigator (Fund Investigator), two disciplinary counsel (Fund Counsel and Fund Administrator), and two administrative staff members for processing Lawyers' Fund claims.

In 2025, the Disciplinary Board and the Lawyers' Fund agreed on an annual administrative fee of \$120,000.00. It is anticipated that this fee will remain the same in 2026.

C. Salaries [Lines 9 through 23]

The salaries are based upon the following 12 full-time positions and one part-time position:

Number of Staff	Full-Time and Part-Time Positions
1	Chief Disciplinary Counsel
1	Deputy Chief Disciplinary Counsel
4	Deputy Disciplinary Counsel
1	[Part-Time] Deputy Disciplinary Counsel
1	Disciplinary Investigator
1	Manager Office Administration
2	IT and Administrative Specialist
1	[new] Administrative Assistant
1	Disciplinary Board Administrative Director

All "counsel" positions are compensated based on experience and individual skills. In 2026, the "Management Premium" that was implemented in 2025 will be discontinued. Salaries will be based solely on the standard salary guidelines.

In 2026, ODC is budgeting a pool of funds equivalent to 3% of all salaries to be used to make salary adjustments or bonuses for employees. This is for budgeting purposes only, as the final salary amount will be based upon the individual employee's annual performance review.

D. Professional Services

1. Disciplinary Board Professional Contract Services
[Line 24]

This category includes the employment of outside legal services as needed, including an employment attorney and tax/ERISA attorney. Disciplinary Board Counsel is also an outside attorney/contractor who provides legal research and advice to the Board in its adjudicatory and administrative roles. All of the above offer discounted rates to the Board.

2. ODC Professional Contract Services (Adjunct Disciplinary Counsel/Contract Trustee) [Line 25]

This category includes the utilization of independent contractors, on an hourly basis: "adjunct" Deputy Disciplinary Counsel to supplement full time ODC staff; outside lawyer and non-lawyer consultants (including auditors); and Special Assistant Disciplinary Counsel to serve where ODC and the Disciplinary Board are conflicted or disqualified, such as when a complaint is filed against a Board member, Board Counsel, or Disciplinary Counsel. This category also includes payment to attorneys who are appointed to serve as compensated trustees by the Hawaii Supreme Court. In 2025, the Board expects to pay for the services of contract Trustees in the following trusteeships: Milton Soo, Michael Lippert, Melody Parker, Brian De Lima, Walter Vierra, Maria Avinante, Stuart Ing, Lionel Riley, and Clayton Ikei. Seven trusteeships need to be closed and funds escheated to the state, and a contract Trustee has been appointed to oversee this task.

E. Benefits

1. Retirement Plan-Employer's Contribution [Line 30]
10% of gross base salary (total with 12 employees
= \$131,814)

2. Medical Plans [**Line 31**]

- a. Qualified ODC employees: \$650.00 premium per month x 11 employees = \$7,150 x 12 months = \$85,800.00
- b. Additional maximum allowance for qualified employees enrolled in a dependent/family plan (partial coverage): \$800.00/month x 3 employees x 12 months = \$28,800.00

Total a + b = \$114,600 (11 employees, 3 with dependent/family plans)

Remaining benefits (e.g. group life insurance, FICA, workers' comp, unemployment insurance, TDI, long-term disability, Employee Assistance Program) are based on either a percentage of salary total, or actual costs.

3. Bar Membership Fees [**Line 38**]

This category includes mandatory HSBA annual license/dues for full time (salaried) ODC attorneys.

HSBA Dues

	Admitted 5+ Years
HSBA	\$210.00
Processing Fee	15.00
Disciplinary Board	350.00
AAP	44.00
	619.00 x 6 ODC attorneys =
	\$3,714

	Admitted 1-4 Years
HSBA	\$150.00
Processing Fee	15.00
Disciplinary Board	200.00
AAP	44.00
	409.00 x 1 ODC attorney

Total HSBA Dues: \$3,714.00 + \$409.00 = \$4,123.00

4. Parking [**Line 39**]

Parking at City Financial Tower will be paid in full for the following positions:

Chief Disciplinary Counsel
Deputy Chief Disciplinary Counsel
IT/Admin Specialist
Disciplinary Board Administrative Director

Employees in these managerial and administrative positions are on-call and need safe access to the building, and parking, 24/7.

4 - Unreserved stalls - \$260.00/mo x 12 = \$3,120 x 4 =
\$12,480.00 (lease limit max 4 stalls)

Total: \$12,480.00

5. Employee Assistance Program (EAP) through WorkLife Hawaii [**Line 40**]

This program assists employees, as well as their family members, with personnel-related, and/or other health and wellness issues by providing individual employee counseling, family counseling, and/or mediation.

F. Indevtech [**Line 48**]

In 2024, ODC contracted with Indevtech, providers of end-to-end managed IT services. Indevtech replaced MB Technologies and InTech-Cyber-Security Consultant.

G. Transportation and Subsistence-Neighbor Island [**Lines 57 and 58**]

1. Neighbor Island [**Line 57**]

In 2026, ODC anticipates that more in-person meetings and hearings will become standard. ODC will, however, continue to offer hybrid (both in person and virtual) meetings as an option. This budget anticipates neighbor island Board members to attend Board meetings in Honolulu at \$200.00 per trip (which may accommodate parties in formal hearings as well.)

Four Board members for eight Board meetings in Honolulu at \$200.00 per trip = \$800.00 x eight meetings = \$6,400.00

Total Line 57 = \$6,400.00

2. Subsistence (Neighbor Island) [**Line 58**]

This category includes parking validation at 201 Merchant Street for any Board, Lawyers' Fund, or ODC related hourly parking, presently at \$5.50 per hour. Continuing in 2025, remote employees were required to "touch-down" in the office once a week for 8 hours and ODC validated their parking. This will continue in 2026, along with an increase in in-person Board meetings, ODC hearings, and perhaps sponsored training seminars, although certain remote employees will "touch-down" less often. Public, vendor, and respondent parking are not validated.

Total Line 58 = \$19,800.00

H. Travel and Subsistence-Out of State [**Lines 59 and 60**]

In 2026, ODC will send Disciplinary Counsel to National Organization of Bar Counsel (NOBC) meetings and the Board will continue to send a Disciplinary Board member to the annual meeting of the National Council of Disciplinary Boards (NCLDB).

1. Travel-Out of State [**Line 59**]

a. NCLDB (one Board member)

Round trip airfare \$1,500.00 (est. location dependent)

b. NOBC (one ODC attorney to attend the Mid-Year Meeting and one ODC attorney to attend the Annual Meeting)

Round trip airfare \$1,500.00 x 2 = \$3,000.00
(est. location dependent)

Total a + b = \$4,500.00

2. Subsistence-Out of State [**Line 60**]

a. Hotel: \$350.00/night x 5 nights =
\$1,750.00/trip

b. Meals: \$75.00/day x 5 days = \$375.00/trip

c. Ground Transportation: \$200.00/trip

Total a + b + c = \$2,325 per trip x 3 trips =
\$6,975.00

3. Conference Registration Fees [Line 61]

Participation or attendance (live or virtual) at NOBC, NCLDB, ABA, or OBI functions, seminars, conventions.

I. Office Rent-City Financial Tower [Line 64]

The lease will expire on November 30, 2026, and we are currently in negotiations to renew our lease. The budget for 2026 is as follows:

01/01/26-11/30/26 = \$3,683.68/mo x 11 mo = \$40,520.48

2026 CAM = \$4,486.00 (est.) x 11 = \$49,346.00

CAM + Rent Total = \$89,866.48

Estimated additional December 2026 rent = \$8,169.68

TOTAL: \$98,036.16

J. Office Rent-212 Merchant Street [Line 65]

In 2026, ODC will continue to rent small commercial office space (810 sq. ft. @ \$1.15 rent, \$1.31 CAM)) to process and store client files in active trusteeship cases (Document Processing Facility). This will eliminate the need for expensive off-site storage with commercial vendors.

The cost of the space at 212 Merchant Street, Suite 310 is locked in on a 3-year lease, with the first year at \$2,087/mo x 12 months = \$25,044.

K. Repair and Maintenance

1. Leasing of Equipment [Lines 67-69]

ODC will continue to lease selected office equipment included one printer/copier/scanner, and a postage meter. Leasing is a cost-effective method of financing and maintaining this technological equipment.

2. Office [Line 70]

This category includes the cost of general repairs within the office not covered by building management.

L. Membership in Professional Organizations [Lines 77-81]

National Organization of Bar Counsel (NOBC). Only organization that provides educational seminars, interactive user Forums and consulting on topics/issues specific to attorney discipline. All ODC attorneys are members of NOBC.

National Council of Lawyer Disciplinary Board (NCLDB), which is the Board's counterpart to the NOBC.

American Bar Association (ABA) annual membership for the Chief, Deputy Chief, and one Deputy Disciplinary Counsel (tasked with ODC staff training). This membership also includes the Center for Professional Responsibility (CPR), providing resource materials, and access to ABA Formal Ethics Opinions, along with other education (CLE) programs that can be re-broadcast for ODC staff training.

Organization of Bar Investigators (OBI), which provides information sharing and educational opportunities for ODC's Disciplinary Investigator.

Hawaii Employers' Council (HEC). ODC cancelled this membership as of September 2025.

M. Computer Fees [**Lines 83-95**]

In 2026, ODC professional staff and adjuncts will continue to work remotely and nearly all records have been digitized. Our budget reflects the critical technology needed to keep our computer systems safe and secure. This category includes the cost of subscriptions to the following:

- Luhina (internet service)
- Zoom (remote conferencing for outside participants)
- LogMeIn (remote desktop for staff)
- Microsoft Office 365 (monthly subscription)
- Dropbox for ODC and DB (secure cloud storage/backup)
- Westlaw (Legal Research-Public Records)
- Pacer (Federal court records access)
- Adobe (pdf document management software)

N. Action Step (new Data Management System) [**Lines 96-98**]

ODC selected Action Step as its new data management software to replace the existing, pre-21st century data system, Time Matters ("TM" a former Lexis/Nexis product). The cost of the new software is estimated at \$34,000 as an annual subscription. [**Line 96**]. The setup costs incurred in 2025 for data migration will not continue into 2025. [**Line 97**] Costs for consultant assistance with Action Step will be reduced significantly as well. [**Line 98**]

O. Litigation Costs [**Line 100**]

This category includes costs for any court or bank documents used in the investigation of ODC cases, service of subpoenas and Supreme Court orders, transcription of hearings, interviews, and transcription of telephone calls from the public used to assist in the filing of complaints, storage of ODC administrative files, and any other costs associated with the investigation and litigation of cases by ODC and the Board.

P. Trusteeship Costs [Line 101]

Under Supreme Court Rule 2.20, trustees are appointed by the Court when an attorney dies, is disabled, is suspended or disbarred, or abandons his or her law practice, and no other responsible party can be found to wind down the practice. ODC is charged with initiating these proceedings and supervising trustee performance, reviewing fee/cost applications, and other oversight.

Presently there are 45 active trusteeships, with 16 assigned to compensated trustees.

Costs include postage, shipping, movers, commercial storage (other than storage at ODC's Document Processing Facility), publication of notices of trustee appointment, secure destruction of files, and other trusteeship related expenses.

Q. Storage Reduction Project [Line 107]

All boxes were removed from storage in 2025, so those costs were eliminated.

R. Furnishing [Line 117]

For possible office move at the end of 2025.

08/28/2025