

LAND USE COMMISSION
CONFIDENTIAL
PERFORMANCE EVALUATION

Executive Officer: Daniel Orodenker

Reviewer: Compilation of Commissioner Performance Evaluations FY26

Review Date: July 8, 2026

PERFORMANCE TASKS	EXPECTATION RATING					COMMENTS (IF ANY)
	Doesn't Meet		Meets		Exceeds	
	1	2	3	4	5	
1 Job Knowledge Demonstrates understanding of the role, relevant statutes (e.g., HRS 205), and Commission policies.	4 - BL, MK, MM, BU 5 - KH, MY, KKO Average = 4.43					BU: "Very knowledgeable."
2 Strategic Planning & Policy Implementation Aligns Commission operations with statewide planning frameworks and statutory mandates. Sets realistic goals. Follows through in a timely manner on assignments. Makes efficient use of resources and adjusts them to meet changing requirements. Responds to requests for information in a complete and timely manner, and makes effective use of time. Judgement in exercise of job duties is sound.	3 - MY, MM, BU 4 - BL, MK, KH, KKO Average = 3.57					
3 Public Communication & Transparency Ensures Commission processes are transparent, timely, and accessible to the public. Effective in oral and written communications. Effectively, fairly and responsibly assigns duties. Maintains an open door policy for communication purposes. Conveys information, staff concerns and problems appropriately.	3 - MM, BU 4 - BL, KH, MY, KKO 5 - MK Average = 3.86					
4 Team Leadership & Development Fosters a supportive environment, encourages professional development, and maintains staff morale. Effectively motivates and leads committees and staff toward common objectives. Encourages and accepts ideas of others, and is adaptable and open to change.	3 - MM, BU 4 - BL, MY, KKO 5 - MK, KH Average = 4.00					
5 Decision-Making Leadership Aligns Commission operations with statewide planning frameworks and statutory mandates. Is able to form questions, collect information and make decisions in a timely manner. Exercises good judgment in job responsibilities. Knows and uses appropriate lines of authority and refers questionable matters to the LUC chair. Provides clear, sound guidance to Commissioners in quasi-judicial and administrative matters.	3 - MY, MM 4 - BL, MK, KH, BU, KKO Average = 3.71					
6 Professionalism Operates at the highest level of integrity, and maintains composure in difficult situations. Presents a positive and courteous attitude.	3 - MY, MM, BU 4 - BL, MK, KH 5 - KKO Average = 3.71					
7 Commitment to the Commission Demonstrates full understanding of the resaxpnsibility within the context of the Commission. Effectively implements all laws, policies and procedures. Supports the work of the Commission, including legislative representation.	3 - MM 4 - BL, KH, MY, BU 5 - MK, KKO Average = 4.14					
8 Interagency Coordination Effectively collaborates with other state, county, and private sector stakeholders.	2 - MM 3 - MK, BU 4 - BL, KH, MY, KKO Average = 3.43					
9 Organizational Efficiency Improves workflow, processes, and the use of technology to enhance Commission effectiveness. Prioritizes assignments to minimize crisis situations; shows foresight to prevent potential problems and works in contingencies when making short and/or long-term plans; proposes and reviews benchmarks to monitor work progress and makes work plan adjustments as needed.	3 - MM 4 - BL, MK, KH, MY, BU, KKO Average = 3.86					
10 Other Comments MY: "I would also like to add that Dan Orodenker received Manager of the Year for DBEDT in 2026." BU: "Good job overall."						
11 Evaluator Summary Final Assessment (Average): 3.86 Recommended Goals for Next Evaluation Period: BU: "can discuss later"						
Commissioner's Signature: _____ Date July 8, 2026 (Results compiled by First Vice-Chair Kamakea-'Ōhelo) E.O. Signature: _____ Date _____						