

March 7, 2011

TESTIMONY TO THE
SENATE COMMITTEE ON JUDICIARY AND LABOR
For Hearing on Wednesday, March 9, 2011
10:00 a.m., Conference Room 016

Governor's Message 511

Relating to the Consideration and Confirmation of

SUNSHINE P. W. TOPPING

As Director of the **Department of Human Resources Development**

The Honorable Vice-Chair Maile Shimabukuro and Committee Members:

The Department of Human Resource Development's senior management team and program managers, strongly **support** the confirmation of Ms. Sunshine P. W. Topping as the Director of the Department of Human Resources Development.

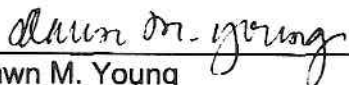
Sunshine has 15 years of extensive professional human resources experience which includes working at Boeing, a large 190,000 employee aircraft company on the mainland; to working in the local High Technology industry in Hawaii for the last 10 years. Her attainment of the Society of Human Resources Management (SHRM) Senior Professional in Human Resource certification, demonstrates her mastery of human resources principles, competence in the field, and dedicated professionalism in human resources.

Sunshine's strong human resources background makes her well suited to understand and tackle the issues and challenges involved in public sector employment. She demonstrates the leadership, commitment and integrity necessary to uphold the principles of the merit system; facilitate the provision of efficient human resource services to the line departments so that they may provide quality services to the public; and foster effective relationships with employee organizations, the legislature and other stakeholders so that we may have a common understanding and are able to work together to attain common goals.

Sunshine is personable, energetic, open, and most important, willing to listen and understand. Her passion for her work as a human resources professional is evident in the way she talks about employees, communicates with them and genuinely cares about their well-being. Her comprehensive background in the private sector will bring fresh ideas and new perspectives to the State's human resource system. We appreciate her support of our efforts to provide quality services and to pursue new projects and ideas so that we may improve human resource services.

As such, we urge your support of her confirmation as Director of the Department of Human Resources Development. Thank you for the opportunity to submit this testimony.

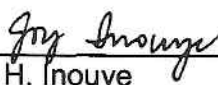
Respectfully submitted,



Dawn M. Young
Employee Classification and
Compensation Division, DHRD



Debra Nishiyama
Employee Staffing Division, DHRD



Joy H. Inouye
Employee Classification and
Compensation Division, DHRD



Allison Murakawa
Labor Relations Office, DHRD



Mary Ann Teshima
Administrative Services Office, DHRD



Diane Sumida
Labor Relations Office, DHRD



Cassandra Adachi
Employee Assistance Office, DHRD



David Keane
Information Systems Office, DHRD



Lois Maeda
Employee Claims Division, DHRD



Jon Kumashiro
Safety Office, DHRD



Valerie Pacheco
Employee Claims Division, DHRD

TO THE SENATE COMMITTEE ON JUDICIARY AND LABOR
THE TWENTY-SIXTY LEGISLATURE

WEDNESDAY, MARCH 9, 2011

10:00 a.m.

Conference Room 016

TESTIMONY ON GM 511 RELATING TO SUNSHINE TOPPING FOR THE POSITION OF
DIRECTOR OF THE DEPARTMENT HUMAN RESOURCES DEVELOPMENT

Chair Clayton Hee, and Vice Chair Maile Shimabukuro, and members of the Senate Committee on Judiciary and Labor, thank you for giving me the opportunity to provide you with this testimony. I respectfully ask for your support and confirmation of Ms. Sunshine Topping as the Director of the Department of Human Resources and Development (DHRD).

I met Ms. Topping in late November 2010. Although this is a rather short period of time to get to know someone, I have found Ms. Topping to be a very warm and open individual. My immediate sense of Ms. Topping was that she cared about people and had vast knowledge of personnel issues. I was inspired by her tenacity to take on challenges as a new State employee, a Director and more importantly as a wife and mother of a young family. She has a can do attitude that carries over in her everyday duties. She has taken one of the most challenging positions during a very difficult time. There is no basket of resources, funds or benefits to negotiate with the Employee Unions, yet, she perseveres and continues to smile and say we can get through this.

During a time when the public cries out to downsize government, Ms Topping's proactive attitude is let's get this right. She has look to her staffs' leadership for guidance to maneuver DHRD and has dug down deep to flagship this Department for the benefit of the people of Hawaii. Her creativity, wit and positive outlook on bleak times is exactly what DHRD needs.

Once again, I respectfully ask for your support in confirming Ms. Sunshine Topping as the Director of the Department of Human Resources Development.

Mahalo Nui Loa,

Jodie Maesaka-Hirata

March 7, 2011

The Honorable Clayton Hee, Chair
The Honorable Maile S.L. Shimabukuro, Vice Chair and Members
Senate Committee on Judiciary and Labor
State Capitol, Conference Room 016
415 South Beretania Street
Honolulu, Hawaii 96813

Dear Chair Hee, Vice Chair Shimabukuro and Members:

Re: Governor's Message No. 511, Confirmation of Sunshine Topping
Director of the Department of Human Resources Development

Thank you for the opportunity to provide testimony in support of the confirmation of Sunshine Topping to the Director of the Department of Human Resources Development, State of Hawaii. I feel that Ms. Topping possesses the intelligence, moral character, and the deep professional and personal integrity needed to fulfill the duties and responsibilities of a State Director.

I have known Ms. Topping for the past 3 1/2 years during her tenure as Human Resources Manager for Sandwich Isles Communications, Inc. I worked closely with her to establish and fill positions needed for a new subsidiary company that was undertaking a major statewide, capital improvement project. I was extremely impressed by Sunshine's technical skills and strategic expertise in creating specialized job descriptions and developing personnel policies, benefit packages, and employment contracts that supported the needs of our new company. Sunshine's advice and counsel was invaluable during the project's stressful two-year duration, as many difficult human resource issues were confronted and resolved in an appropriate and respectful manner.

However, while Sunshine is a highly competent human resource professional, her real talent and value lies in her ability to communicate and bond with people of diverse backgrounds. Sunshine is a person that lights up a room as soon as she enters it. She will bring her infectious smile and engaging personality to a job that sometimes faces extremely adversarial situations. But don't be fooled by Sunshine's friendly disposition. She is also as "tough as nails" when it comes to doing what is right, just, and ethical.

I wholeheartedly support the confirmation of Sunshine Topping as the State will benefit from her very special talents.

Sincerely,



Donna Kiyosaki

The Twenty-Sixth Legislature
The Senate
Committee on Judiciary and Labor
March 9, 2011

Testimony by
Hawaii Fire Fighters Association

Governor's Message 511

Confirmation to the Director of Human Resources Development
State of Hawaii, Gubernatorial Nominee, SUNSHINE TOPPING

My name is Robert H. Lee and I am the President of the Hawaii Fire Fighters Association, Local 1463, IAFF, AFL-CIO. HFFA represents the 2,800 active and retired professional fire fighters throughout the State. HFFA supports the gubernatorial nomination of SUNSHINE TOPPING as Director of the State Department of Human Resources Development

Ms. Topping has made every opportunity to discuss issues relating to collective bargaining with HFFA and her understanding of the process and commitment to the principles of good faith bargaining is greatly appreciated. We look forward to working with her and her staff as we proceed through the negotiations.

The Hawaii Fire Fighters Association supports the nomination of Sunshine Topping to serve as the Director of the State Department of Human Resources Development. Thank you for the opportunity to testify.

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, March 08, 2011 11:29 AM
To: JDLTestimony
Cc: flo@upwhawaii.org
Subject: Testimony for GM511 on 3/9/2011 10:00:00 AM

LATE TESTIMONY

Testimony for JDL 3/9/2011 10:00:00 AM GM511

Conference room: 016
Testifier position: support
Testifier will be present: Yes
Submitted by: Flo Kong Kee
Organization: United Public Workers
Address:
Phone:
E-mail: flo@upwhawaii.org
Submitted on: 3/8/2011

Comments:

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, March 08, 2011 1:52 PM
To: JDLTestimony
Cc: sterlingkiniwong@gmail.com
Subject: Testimony for GM511 on 3/9/2011 10:00:00 AM

LATE TESTIMONY

Testimony for JDL 3/9/2011 10:00:00 AM GM511

Conference room: 016
Testifier position: support
Testifier will be present: No
Submitted by: Sterling Wong
Organization: Individual
Address:
Phone:
E-mail: sterlingkiniwong@gmail.com
Submitted on: 3/8/2011

Comments:
I strongly support the nomination of Sunshine Topping

From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, March 08, 2011 4:56 PM
To: JDLEstimony
Cc: thirr33@gmail.com
Subject: Testimony for GM511 on 3/9/2011 10:00:00 AM

LATE TESTIMONY

Testimony for JDL 3/9/2011 10:00:00 AM GM511

Conference room: 016
Testifier position: support
Testifier will be present: No
Submitted by: Arvid Youngquist
Organization: I Love Kalihi Valley
Address:
Phone:
E-mail: thirr33@gmail.com
Submitted on: 3/8/2011

Comments:
Chair, JDLCommittee & Committee Members

We support the advise and consent of the appointment of Sunshine Topping as the next DIR, DHRD for a term to expire 12/1/14.

Mahalo for this opportunity to provide testimony.

Arvid Youngquist
I Love Kalihi Valley
Kalihi Valley resident



LATE TESTIMONY

EXECUTIVE CHAMBERS

HONOLULU

NEIL ABERCROMBIE
GOVERNOR

Testimony on GM 511
Confirmation of Sunshine Topping
Director, Department of Human Resource Development

Governor Neil Abercrombie

SENATE COMMITTEE ON JUDICIARY AND LABOR
Senator Clayton Hee, Chair
Senator Maile Shimabukuro, Vice Chair

March 9, 2011
10:00 a.m. Room 016

Chair Hee, Vice Chair Shimabukuro and committee members, I respectfully ask for your favorable support of my nominee Sunshine Topping as the Director of the Department of Human Resource Development. Since being appointed on December 4, 2010, Ms. Topping has shown tremendous leadership skills within the DHRD. Her management abilities and professional relationships are what is needed in DHRD to move the state forward. Ms. Topping understands the challenges ahead and is the right person to lead DRHD.

I am proud to have her as a member of my team to ensure a New Day in Hawaii.

Thank you for your consideration to confirm this leader.