

January 27, 2012

**LATE TESTIMONY**

Honorable Clayton Hee, Chairperson,  
Senate Committee on Judiciary and Labor  
The Twenty-Sixth Legislature  
Hawaii State Senate  
Hawaii State Capitol, Room 407  
Honolulu, Hawaii 96813

**Re: GM 560 Ms. Barbara A. Krieg, ESQ**

Aloha Chairperson Hee and Distinguished Members:

As a very recent retiree of the State Department of Human Resources Development it is with honor and humility that I submit my testimony in strong support of Ms. Barbara A. Krieg as she appears before your committee for confirmation as Human Resources Director.

I submit my testimony with honor because I have been accorded the privilege to be a public servant in a very exciting professional career spanning nearly 34 years in the executive branch, 29 of which in the Department of Human Resources Development. I have worked directly or indirectly with ten state personnel directors for internal and external communications related to human resources or issues management.

My interaction with Ms. Krieg since she became our Deputy Director and then our Interim Director has been exciting. She is sharp, grasps public service concepts, a quick study and learner, and a good listener. She invites interaction and exchange of ideas. She is solution-oriented.

She is an experienced attorney with over 15 years of focus on human resources issues faced by many types of employers and organizations. Perhaps as a result, she grasps the importance of a merit based system in our complex government of 18 departments, over 200 divisional programs, and eight collective bargaining units.

I am humbled and grateful to have worked in the Department of Human Resources Development through many grave challenges such as disasters, strikes, layoffs, and helping departments resolve personnel issues including decrees through communications. Upon meeting Ms. Krieg, there are several qualities I immediately recognized.

Ms. Krieg understands who *our* customers are (18 departments) and *their* customers - the citizens of Hawaii. However, to resolve a situation that may be happening out in the field with a customer, she doesn't just jump into the "whitewater." Instead she quickly brings people together to explore the issue from many perspectives to come up with a course of action. An example: to understand first-hand the difficulty in attracting qualified professionals to join the State, she worked in the State Recruiting booths with six departments in the September, 2011 job fair.

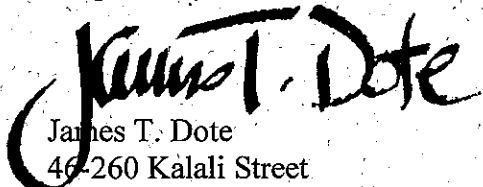
Testimony in Support of Barbara A. Krieg  
Page 2

Ms. Krieg is detail-oriented and searches for facts. Her wide-ranging experience in human resource issues from a legal perspective adds to her role as the State's top HR director. She maintains professional memberships in American Bar Association (also volunteers for its Labor & Employment Section), Society for Human Resource Management - Hawaii Chapter, International Public Management Association for Human Resources, and the National Association of State Personnel Executives.

On a personal note, I found it surprisingly delightful that Ms. Krieg tries to confer with staff in their offices instead of always summoning staff up to her office. As she "pops in" for business she also takes the special moments to talk with employees by name. She will surprise a division (without notice) to give its employee lei and her warmest congratulations for an important occasion or accomplishment. So she has a genuine "people-quotient" that a personnel director needs balanced with a "mission-quotient" that the people of Hawaii need.

In conclusion, the august members of this committee and Senators of most other standing committees know they are constantly tasked by the dynamic challenges that the 18 executive departments face. Insofar as these challenges interface with human resources, staffing issues, fairness and compliance with laws, management rights, and labor management concerns, it would be an asset to have Barbara A. Krieg confirmed as Director of the Department of Human Resources Development.

Respectfully submitted,

  
James T. Dote  
46-260 Kalali Street  
Kaneohe, Hawaii 96744

275 Ponahawai Street, Suite 201  
Hilo, HI 96720

**LATE TESTIMONY**

January 27, 2012

**By Email transmission on January 27, 2012 (senhee@Capitol.hawaii.gov)**

COMMITTEE ON JUDICIARY AND LABOR  
Senator Clayton Hee, Chair  
Senator Maile S.L. Shimabukuro, Vice Chair

**Re: Submitting for consideration and confirmation to the Defender Council  
Gubernatorial Nominee, DAVID KUWAHARA (GM 558)**

**COMMITTEE ON JUDICIARY AND LABOR  
Conference Room 016**

**Hearing date and time: Monday, January 30, 2012 at 10:30 a.m.**

To the Honorable Clayton Hee, Chairperson, the Honorable Maile S.L. Shimabukuro and members of the Senate Committee on Judiciary and Labor:

I am writing in support of the confirmation of Mr. DAVID KUWAHARA as a member of the Defender Council. I am informed that Mr. Kuwahara has been nominated as a member of the Defender Council from Hawaii County.

I am currently the supervising deputy public defender for the Hilo Office of the Office of the Public Defender. I have been an attorney since 1981 and have been continuously with the public defender's office since 1984.

Mr. Kuwahara has been an attorney since 1977. For approximately a total of ten years, Mr. Kawahara held a position with the Office of the Public Defender. I understand that he first worked as a deputy public defender at our Oahu office and later between 1999 and 2006, held the same position here in Hilo. In his time in Hilo, I have both worked with and supervised Mr. Kuwahara.

Even after Mr. Kuwahara left our office, to pursue other interests, including his appointment as a per diem judge of the District Court of the Third Circuit, I have continued to have contact with him.

My opinion, one that is doubtlessly shared by those who know Mr. Kuwahara personally and within the legal community, is that Mr. Kuwahara has all those qualities necessary to fulfill the obligations and responsibilities necessary to carry out the legislative mandate of Ch. 802, Hawaii Revised Statutes, and the constitutional right that all persons are entitled to effective

January 27, 2012

Honorable Clayton Hee, Chairperson,  
Senate Committee on Judiciary and Labor  
The Twenty-Sixth Legislature  
Hawaii State Senate  
Hawaii State Capitol, Room 407  
Honolulu, Hawaii 96813

**Re: GM 560 Ms. Barbara A. Krieg, ESQ**

Aloha Chairperson Hee and Distinguished Members:

As a very recent retiree of the State Department of Human Resources Development it is with honor and humility that I submit my testimony in strong support of Ms. Barbara A. Krieg as she appears before your committee for confirmation as Human Resources Director.

I submit my testimony with honor because I have been accorded the privilege to be a public servant in a very exciting professional career spanning nearly 34 years in the executive branch, 29 of which in the Department of Human Resources Development. I have worked directly or indirectly with ten state personnel directors for internal and external communications related to human resources or issues management.

My interaction with Ms. Krieg since she became our Deputy Director and then our Interim Director has been exciting. She is sharp, grasps public service concepts, a quick study and learner, and a good listener. She invites interaction and exchange of ideas. She is solution-oriented.

She is an experienced attorney with over 15 years of focus on human resources issues faced by many types of employers and organizations. Perhaps as a result, she grasps the importance of a merit based system in our complex government of 18 departments, over 200 divisional programs, and eight collective bargaining units.

I am humbled and grateful to have worked in the Department of Human Resources Development through many grave challenges such as disasters, strikes, layoffs, and helping departments resolve personnel issues including decrees through communications. Upon meeting Ms. Krieg, there are several qualities I immediately recognized.

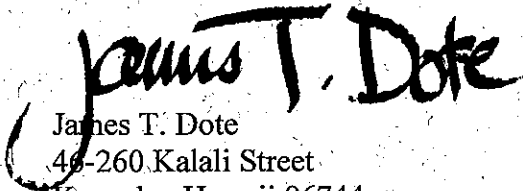
Ms. Krieg understands who *our* customers are (18 departments) and *their* customers - the citizens of Hawaii. However, to resolve a situation that may be happening out in the field with a customer, she doesn't just jump into the "whitewater." Instead she quickly brings people together to explore the issue from many perspectives to come up with a course of action. An example: to understand first-hand the difficulty in attracting qualified professionals to join the State, she worked in the State Recruiting booths with six departments in the September, 2011 job fair.

Ms. Krieg is detail-oriented and searches for facts. Her wide-ranging experience in human resource issues from a legal perspective adds to her role as the State's top HR director. She maintains professional memberships in American Bar Association (also volunteers for its Labor & Employment Section), Society for Human Resource Management - Hawaii Chapter, International Public Management Association for Human Resources, and the National Association of State Personnel Executives.

On a personal note, I found it surprisingly delightful that Ms. Krieg tries to confer with staff in their offices instead of always summoning staff up to her office. As she "pops in" for business she also takes the special moments to talk with employees by name. She will surprise a division (without notice) to give its employee lei and her warmest congratulations for an important occasion or accomplishment. So she has a genuine "people-quotient" that a personnel director needs balanced with a "mission-quotient" that the people of Hawaii need.

In conclusion, the august members of this committee and Senators of most other standing committees know they are constantly tasked by the dynamic challenges that the 18 executive departments face. Insofar as these challenges interface with human resources, staffing issues, fairness and compliance with laws, management rights, and labor management concerns, it would be an asset to have Barbara A. Krieg confirmed as Director of the Department of Human Resources Development.

Respectfully submitted,

  
James T. Dote  
46-260 Kalali Street  
Kaneohe, Hawaii 96744

Blake K. Oshiro, Esq.  
98-1307 Kulawai Street  
Aiea, HI 96701  
Blake.Oshiro@gmail.com

LATE TESTIMONY

January 30, 2012

**WRITTEN TESTIMONY IN SUPPORT**

To: Senator Clayton Hee, Chair  
Senator Maile S.L. Shimabukuro, Vice-Chair  
Members of the Senate Committee on Judiciary and Labor

Re: Support for the Confirmation of Barbara Krieg

---

I am writing in my personal and individual capacity in strong support of Barbara Krieg's confirmation as Director of the Department of Human Resource Development. I have taken personal leave from my employment to provide this testimony. Therefore, my testimony is not made from my position as Deputy Chief of Staff of the Office of the Governor, but instead, I would like to give my personal testimony in support of Ms. Krieg's confirmation.

Prior to Ms. Krieg's appointment as Deputy Director, she and I worked together in the law firm of Alston Hunt Floyd & Ing for nearly 5 years. As she was the Senior Of Counsel in the Labor, Employment and Government Contracts section, and I was a "newbie" Of Counsel, her qualifications, knowledge and professionalism in the areas of Labor and Employment were incredibly insightful and educational for me. She was then elevated to a partner, and therefore, she became one of my "bosses." Most interestingly, my true and consistent respect for her was never due to her "status." During our several years of working together, I marveled at her extraordinary representation of employers and depth and breadth of her knowledge in all aspects of employment and labor law. I believe that this type of experience as a trial attorney both in state and federal court will provide invaluable insight that will benefit the State of Hawaii.

Having worked side-by-side with her on cases, and having been under her supervision on many cases as well, I have had an opportunity to see her work tirelessly through heavy caseloads to advise her clients on state and federal regulations governing her clients. But more importantly, I appreciate her willingness to bring her vast employment and labor law knowledge to the State.

Therefore, I am pleased to extend my support for Ms. Barbara Krieg as the Director of Human Resource Development and wholeheartedly recommend her for your consideration. Thank you.

Sincerely,



Blake K. Oshiro

LATE TESTIMONY

COMMITTEE ON JUDICIARY AND LABOR

Senator Clayton Hee, Chair  
Senator Maile S.L. Shimabukuro, Vice Chair

RE: Testimony in Support of GM 560: Consideration and Confirmation as the Director of the Department of Human Resources Development, Gubernatorial Nominee, BARBARA A. KRIEG, for a term to expire 12-1-2014

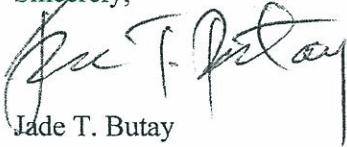
Chair Hee, Vice Chair Shimabukuro, and members of the Senate Committee on Judiciary and Labor:

I am writing as a private citizen to express my strong support for Barbara Krieg's appointment as the Director of the Department of Human Resources Development (DHRD). As the Deputy Director for Administration at the Department of Transportation, I am familiar with her accomplishments at DHRD and feel that she is an inspirational leader "where the rubber meets the road." She is an exceptional individual who has demonstrated her breadth of knowledge in all aspects of human resources as well as the ability to devise a plan that leads to solutions to difficult problems.

I enjoyed working with Barbara and in every way, she exhibited why she is a first class choice to be the Director of DHRD. There is no better person to hold the position. I have consistently found her to be a friendly, articulate and effective leader. She works tirelessly and goes the extra mile to help DHRD fulfill its mission. The superb contributions she has made during her tenure as Interim Director demonstrate why she will continue to be a valuable member of the Abercrombie Administration.

I am proud to have had the opportunity to work with her and to have been associated with her. I strongly support her appointment.

Sincerely,



Jade T. Butay



LATE TESTIMONY

EXECUTIVE CHAMBERS  
HONOLULU

NEIL ABERCROMBIE  
GOVERNOR

Testimony GM 560  
Confirmation of Barbara A. Krieg  
Director, Department of Human Resources Development

Governor Neil Abercrombie

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

January 30, 2012  
10:30 am, Room 016

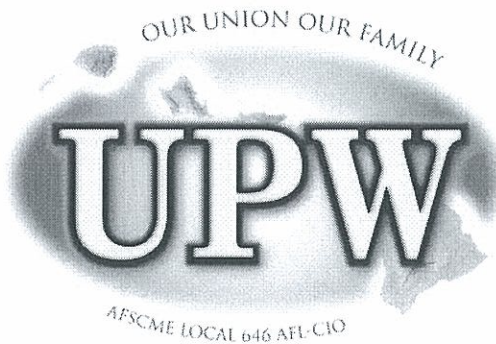
Chair Hee, Vice Chair Shimabukuro, and committee members, thank you for hearing GM 560 for consideration and confirmation of Barbara Krieg as the Director of the Department of Human Resources Development. I respectfully request your favorable support of my nominee Barbara Krieg.

Ms. Krieg has been serving as interim Director since September 16, 2011. She has shown that she has the management abilities, skillset and leadership needed to run the Department of Human Resources Development.

Ms. Krieg has been a valuable asset to the cabinet and 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.





**LATE TESTIMONY**

THE HAWAII STATE SENATE  
The Twenty-Sixth Legislature  
Regular Session of 2012

COMMITTEE ON JUDICIARY AND LABOR

The Honorable Sen. Clayton Hee, Chair  
The Honorable Sen. Maile S.L. Shimabukuro, Vice Chair

DATE OF HEARING: Monday, January 30, 2012  
TIME OF HEARING: 10:00 a.m.  
PLACE OF HEARING: Conference Room 016

**TESTIMONY IN SUPPORT OF GM 560 RELATING TO THE CONSIDERATION  
AND CONFIRMATION OF BARBARA A. KRIEG AS DIRECTOR OF THE  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**

By DAYTON M. NAKANELUA,  
State Director of the United Public Workers,  
AFSCME Local 646, AFL-CIO (“UPW”)

My name is Dayton M. Nakanelua and I am the State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO (UPW). The UPW is the exclusive representative for approximately 11,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents about 1,500 members of the private sector.

The UPW supports the confirmation of Barbara A. Krieg as the Director of the Department of Human Resources Development.

Ms. Krieg has 17 years of experience as an attorney working with employers and advising them on aspects of employment and labor, including state and federal regulations, discipline, wage and hour issues, and collective bargaining negotiations. Ms. Krieg also has experience as a Vice-President responsible for management, marketing and operations. Since March 2011, Ms. Krieg has served as the Deputy Director and then as the Interim Director of the Department of Human Resources Development.

After your full consideration of Ms. Krieg's background, character, experience and qualifications, I ask that the Committee on Judiciary and Labor find Barbara Krieg qualified for the directorship and recommend that the State Senate advise and consent her nomination.

NEIL A BERCROMBIE  
GOVERNOR  
STATE OF HAWAII



ALBERT "ALAPAKI" NAHALE-A  
CHAIRMAN  
HAWAIIAN HOMES COMMISSION  
MICHELLE KA UHANE  
DEPUTY TO THE CHAIRMAN

**LATE TESTIMONY**

STATE OF HAWAII  
DEPARTMENT OF HAWAIIAN HOME LANDS

P.O. BOX 1879  
HONOLULU, HAWAII 96805

TESTIMONY OF ALAPAKI NAHALE-A, CHAIRMAN  
HAWAIIAN HOMES COMMISSION  
BEFORE THE SENATE COMMITTEE ON JUDICIARY AND LABOR IN SUPPORT OF

**GM 560**

Submitting for consideration and confirmation as the Director of the  
Department of Human Resources Development, Gubernatorial Nominee,  
BARBARA A. KRIEG, for a term to expire 12-1-2014.

January 30, 2012

Aloha Chair Hee, Vice-Chair Shimabukuro, and Members of the Committee:

The Department of Hawaiian Home Lands strongly supports Governor  
Abercrombie's nomination of Ms. Barbara Krieg to serve as the Director  
of the Department of Human Resources and Development.

During her tenure as the interim director, our department has  
worked closely with her through training workshops to address our  
human resources needs. Ms. Krieg is responsive, supportive, and  
resourceful. She is clearly qualified to lead this agency and we look  
forward to continuing to collaborate with her to support our  
department's and the state's recruitment, management, and retention of  
high-performing employees.

We respectfully request your favorable consideration of this  
nomination.