

STAND. COM. REP. NO.

2026

Honolulu, Hawaii

MAY 02 2023

RE: GOV. MSG. NO. 513

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Second State Legislature  
Regular Session of 2023  
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred Governor's Message No. 513, submitting for study and consideration the nomination of:

DIRECTOR, DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

G.M. No. 513      BRENNA HASHIMOTO,  
for a term to expire at noon on 12-07-  
2026,

begs leave to report as follows:

Your Committee reviewed the personal history, resume, and statement submitted by Brenna Hashimoto for service as the Director of Human Resources Development.

Your Committee received testimony in support of the nomination for the appointment of Brenna Hashimoto from the Governor; Department of Transportation; Department of Law Enforcement; Department of Budget and Finance; Department of Commerce and Consumer Affairs; Department of Public Safety; Department of Hawaiian Home Lands; Department of Land and Natural Resources; Department of Education; Department of Human Services; Department of Labor and Industrial Relations; Department of Taxation; Employee Relations Division, Employee Staffing Division, Employee Claims Division, Labor Relations Division, Administrative Services Office, Information Systems Office, and Equal Employment Opportunity Program of the Department of Human Resources Development; Office of Enterprise Technology Services; Hawaii Public Housing Authority; One Shared Future Inc.; and sixteen individuals.

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Ms. Hashimoto earned a Bachelor's degree in Sociology from the University of Oregon. Since then, she has accumulated over thirty years of experience in the Hawaii state government, mainly in the area of human resources. Specifically, Ms. Hashimoto has eleven years of experience in the Department of Health, over thirteen years of experience in the University of Hawaii System, and over seven years of experience in the Department of Human Services (DHS).

Your Committee notes that Ms. Hashimoto has been serving as the interim Director of Human Resources Development since December 2022. Prior to that, she served as the Director of Human Resources for DHS since January 2016, where she managed and oversaw all aspects of the DHS' human resources program, including recruitment, position classification, employee benefits, training, employee relations, records management, labor relations, and civil rights compliance for over two thousand three hundred employees. During this time, she not only served as a member of the employer's negotiating teams for bargaining unit 9, which consists of registered professional nurses, and bargaining unit 10, which consists of institutional, health, and correctional workers, but also chaired the Human Resources Council (Council) in 2017 and co-chaired the Council from 2018 to 2019.

In her written statement, Ms. Hashimoto stated that employee recruitment and retention is by far the biggest challenge facing the Department of Human Resources Development (DHRD) and other executive branch departments. Accordingly, her highest priority and most immediate initiative is to rebuild DHRD by filling its vacancies and developing expertise necessary to fulfill the mission and goals of DHRD. Your Committee notes that since December 2022, Ms. Hashimoto has received gubernatorial approval and partial funding from the Coronavirus State Fiscal Recovery Funds to implement a Human Resources Modernization Project. The proposed Human Resources Modernization Project takes a three-pronged approach to increase recruitment; modernize worker's compensation claims; and identify opportunities to further support the Department's programs, plans, and initiatives. During the hearing, Ms. Hashimoto also noted that because of the few retention incentives available to state employees due to collective bargaining constraints, she intends to conduct retention and exit surveys to better understand and address the reasons why employees leave or stay in government service.

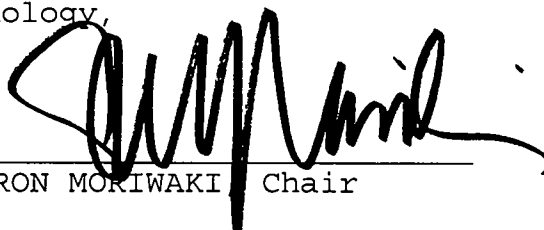


Your Committee finds that testimony submitted in support of Ms. Hashimoto's nomination speak highly of her specialized knowledge of human resources and distinguished track record of providing innovative, creative, and practical solutions to human resources management issues. Other testifiers spoke of her proactive leadership and interpersonal skills as well. Testimony submitted by DHS stated that, during the coronavirus disease 2019 pandemic, Ms. Hashimoto was an integral part of DHS response, which continued to ensure that the people of Hawaii thrived. Your Committee especially notes that not only has Ms. Hashimoto received testimony in strong support of her nomination across multiple departments, but from DHRD's senior management team as well.

With her vast knowledge and experience in human resources of the Hawaii state government, long-term vision for public employees, and support from her team and other departments, your Committee recommends that Brenna Hashimoto be appointed as the Director of Human Resources Development.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee, after full consideration of the background, experience, and qualifications of the nominee, has found the nominee to be qualified for the position to which nominated and recommends that the Senate advise and consent to the nomination.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor and  
Technology,

  
SHARON MORIWAKI Chair



