



The Judiciary, State of Hawai'i

Testimony to the Thirty-Second Legislature, 2023 Regular Session

Senate Committee on Labor and Technology

Senator Sharon Y. Moriwaki, Chair

Senator Chris Lee, Vice Chair

Wednesday, April 12, 2023, 3:00 PM

State Capitol, Conference Room 224

VIA VIDEOCONFERENCE

WRITTEN TESTIMONY ONLY

by:

Susan Pang Gochros

Chief Staff Attorney and Director, Intergovernmental and Community Relations

Hawai'i State Judiciary

Governor's Message 659: Submitting for consideration and confirmation to the Hawai'i Retirement Savings Board, Gubernatorial Nominee, BARBARA KRIEG, for a term to expire 06-30-2025.

Testimony in Support:

Dear Committee Chair Moriwaki, Vice Chair Lee and Committee Members:

I am testifying in strong support of the appointment of Barbara Krieg to serve on the Board of Trustees for the Hawai'i Retirement Savings Program (HRSP).

Upon reviewing the HRSP legislation to determine what expertise is needed for this position, it dawned on me that while the statute identifies the need for different directors to have specific and discrete areas of expertise, Barbara Krieg actually possesses the professional knowledge and experience in virtually all areas identified.

First, as a retiree herself, Ms. Krieg is well aware of the concerns retirees face in assuring the stability of their financial futures.

Second, as former trustee for both the Hawai‘i Deferred Compensation Plan and the Hawai‘i Employer-Union Health Benefits Trust Fund, Ms. Krieg has expertise in programs that have faced similar challenges as HRSP.

Third, having represented the interests of employers and employees alike in various capacities throughout her career in both private practice and government positions, Ms. Krieg understands the need for oversight and compliance with rules and regulations. She also appreciates how the private and public sector can work effectively together in accomplishing mutually beneficial objectives.

Fourth, as a well-respected council member for the American Association of Retired Persons (AARP), Ms. Krieg has an acute sense of issues involving people who are at a financial and/or power-related disadvantage as they navigate financial considerations associated with retirement.

Fifth, and perhaps most importantly, Ms. Krieg cares about people and wants to make a difference and help the community which she loves.

On a personal note, as director of the Human Resources Department, Ms. Krieg assisted the Hawai‘i State Judiciary on numerous occasions with her vast knowledge and understanding of both personnel matters and matters related to the convening and focus of the Hawai‘i Salary Commission.

At all such times, Ms. Krieg was responsive, helpful, knowledgeable and committed to helping determine optimal way to accomplish our objectives. As an attorney with a wide area of expertise, she is adept at determining strategies and developing viable approaches that have been quite successful. As a pragmatist well acquainted with government processes, Ms. Krieg understands that there is not always a one-size-fits-all solution and that compromises must be made to ensure the success of a particular venture. To that end, Ms. Krieg is always receptive to input and open to considering various approaches, options, and perspectives before proceeding with a plan of action.

For these reasons, and many more, including Ms. Krieg’s commitment to helping others and improving her community, it is hard to imagine a better candidate for this important position with the HRSP.

Thank you for the opportunity to testify in support of Barbara Krieg.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

April 12, 2023

To: The Honorable Sharon Y. Moriwaki, Chair
The Honorable Chris Lee, Vice Chair, and
Members of the Senate Committee on Labor and Technology

Date: Wednesday, April 12, 2023

Time: 3:00 pm

Place: Conference Room 224 & Videoconference, State Capitol

From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

Re: GM 659; Submitting for consideration and confirmation to the Hawaii Retirement Savings Board, Gubernatorial Nominee, BARBARA KRIEG, for a term to expire 06-30-2025.

The Department of Labor and Industrial Relations **strongly supports** the confirmation of Barbara A. Krieg to the Hawaii Retirement Savings Board.

Ms. Krieg is an experienced attorney that specializes in employment, labor, and human resources laws in both the private and public sector. She has served on the Board of Trustees for the Hawaii Employer-Union Health Benefits Trust Fund and Hawaii Deferred Compensation Plan, and currently serves on the Executive Council for the American Association of Retired Persons.

Ms. Krieg has the skills to identify, analyze, and formulate solutions, and is deeply familiar with State government processes and protocols due to her previous service as the Director of the Department of Human Resources Development. She also understands firsthand the challenges of saving for retirement, having worked for several small businesses that did not offer retirement benefits.

The DLIR commends Ms. Krieg for her voluntary service in addressing Hawaii's retirement security crisis by allowing private sector employees to participate in a state-facilitated payroll-deduction retirement savings plan that will promote retirement savings needed for a secure retirement, improve the employee's financial security, and reduce wealth disparity as intended by State.

Thank you for the opportunity to provide testimony in support of G.M. 659.



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**The State Legislature
Senate Committee on Labor and Technology
Governor's Message (GM) 659- Barbara Krieg
Wednesday, April 12, 2023
Conference Room 224
3:00 p.m.**

TO: The Honorable Sharon Moriwaki, Chair
The Honorable Chris Lee, Vice-Chair
FROM: Keali'i S. López, State Director, AARP Hawai'i

RE: Strong Support for GM 659 – Barbara Krieg

Aloha Chair Moriwaki, Vice-Chair Lee and Members of the Committee:

My name is Keali'i Lopez and I am the State Director for AARP Hawai'i. AARP is a nonpartisan, social impact organization that advocates for individuals aged 50 and older. We have a membership of nearly 38 million nationwide and nearly 140,000 in Hawai'i. We advocate at the state and federal level for issues that matter most to older adults and their families.

AARP strongly supports the confirmation of Barbara Krieg to serve on the Hawai'i Retirement Savings Board.

Barbara Krieg is a retired attorney who had careers in both the private and public sectors. Her legal profession has primarily been focused in the areas of labor and employment, government contracts and non-profit governance. She was the former State Human Resources Director and later as the Department of Education's Assistant Superintendent of Human Resources, so she is well qualified to represent the interest of employees. Ms. Krieg has significant experience with issues related to healthcare and retirement savings as a former board member of the State Deferred Compensation Program, a retirement savings program for Hawaii's public employees. Her board knowledge and experience will be a welcomed and valued asset as the state's new retirement savings board gets organized and begins its work. AARP deeply appreciates Ms. Krieg's commitment to serving on the Hawai'i Retirement Savings Board.

Thank you for the opportunity to testify in strong support of Ms. Krieg's confirmation.

GM-659

Submitted on: 4/4/2023 1:38:29 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Elizabeth Kent	Individual	Support	Written Testimony Only

Comments:

Aloha,

It is my pleasure to write this testimony in strong support of the nomination of Barbara Krieg to this position. She is smart, hard working, and easy to work with. I am positive she will be an asset to this Board and urge your support for her nomination.

Elizabeth kent

Testimony of Barbara Krieg
GM 659
Committee on Labor and Technology
April 12, 2023 at 3:00 p.m.

Aloha,

This testimony is in support of my appointment to serve on the Board of Trustees of the Hawaii Retirement Savings Program (HRSP).

I am honored to have been appointed by Governor Josh Green to serve on the HRSP Board of Trustees. The HRSP is of critical importance to the almost 200,000 residents who do not already have access to a work-based retirement savings program; to their families; to their employers who do not have the resources to currently offer such a program; and to all Hawaii taxpayers.

The Board of Trustees will be responsible for the challenging task of implementing and overseeing the HRSP. I desire to serve on the Board because I believe in the importance of the HRSP. I also believe that my experiences have made me uniquely suited to serve effectively. A summary of some of those experiences is as follows.

- I served for three years on the Board of Trustees of a similar program, the Deferred Compensation Plan for public employees. As a result, I understand the multiple stakeholders, the structure and requirements of a State-sponsored benefit program, and the critical importance of appropriate oversight on behalf of the employees who will invest through the HRSP.
- I am familiar with State government processes and protocols necessary to implement the HRSP, including Procurement, Rule Making, and State employment.
- I worked for many years for small companies that did not offer a payroll-based retirement savings benefit, during which time I did not set aside any retirement savings. I appreciate the difficulty of effectively doing so when this type of benefit is not available.
- As a result of my legal background, I have the skills to identify and analyze issues, then to formulate solutions. These skills can be helpful to the HRSP Board as we work together to implement the program without undue delays.

I am a retired State employee and would appreciate the opportunity to continue to serve the public in a volunteer capacity. For the foregoing reasons, I respectfully request the Committee on Labor and Technology to vote to confirm my appointment to the Board of Trustees of the HRSP.

Mahalo
Barbara Krieg

GM-659

Submitted on: 4/8/2023 11:02:01 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Mark Ritchie	Individual	Support	Written Testimony Only

Comments:

Chair Moriwaki, Vice Chair Lee and members of the committee.

I am honored to offer testimony in strong support of GM659, which is for Barbara Krieg to serve on the Board of Trustees for the newly authorized Hawaii Retirement Savings Program (HRSP). I have known Barbara Krieg for over 17 years in a professional and personal capacity and I can say without reservation that she possesses all the technical skills and personal characteristics to be a tremendous asset to this Board.

The HRSP creates a payroll-based retirement savings program for all Hawaii employees who do not already have access to a work-based pension or 401K or similar type benefit. The HRSP is of critical importance to the almost 200,000 residents who do not already have access to a work-based retirement savings program. The Board of Trustees will be responsible for implementing and overseeing the HRSP. Given Ms. Krieg's career work and personal background, she has all the experience to be an extremely productive member of this Board.

For over three years Ms. Krieg was the Assistant Superintendent, Office of Human Resources at the Hawaii Department of Education, where she was responsible for the oversight and efficient management of the Department's workforce of 22,000 full-time employees and 20,000 substitute teachers and casual employees, including recruitment, development, retention, benefits, and labor relations.

Prior to this Mr. Krieg was the Director of the State of Hawaii, Department of Human Resources Development, where she was responsible for overseeing labor and employment matters of the State's Executive Branch workforce. In this capacity she handled the personnel system, employee relations, benefits, classification, compensation, labor relations, workers' compensation administration, recruitment, and equal employment opportunity.

Working as a lawyer for most of her career, most recently at Alston, Hunt, Floyd & Ing, now Dentons, Ms. Krieg has an extensive background in employment and labor law. Her clients have included non-profit organizations, quasi-governmental entities and private entities of all sizes.

Given the summary above I can say without qualification that Barbara Krieg possesses all the technical expertise and personal characteristics to be a strong member of this Board.

Mahalo for allowing me to testify.

Sincerely,

Mark J. Ritchie
Branch Chief, Business Support Branch
Business Development and Support Division
State of Hawaii, Department of Business, Economic Development & Tourism

GM-659

Submitted on: 4/10/2023 3:19:32 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Annette Anderson	Individual	Support	Written Testimony Only

Comments:

April 10, 2023

The Honorable Senator Sharon Y. Moriwaki, Chair
and Committee members
Committee on Labor and Technology
State Capitol, Room 224
415 South Beretania Street
Honolulu, HI 96813

Re: GM 659, April 12, 2023, 3:00 p.m.
Confirmation of Gubernatorial Nominee Barbara Krieg
Testimony in Strong Support

Aloha Chair Moriwaki, Vice Chair Lee, and members of the committee:

I am writing in strong support of the confirmation of Barbara Krieg to the Board of Trustees of the Hawaii Retirement Savings Program (HRSP).

I have worked with Ms. Krieg in various capacities for the past 11 years and her intellect and breadth of knowledge and understanding in all areas of employment-related matters are remarkable. She is an outstanding gubernatorial nominee who will dedicate herself to assuring the success of HRSP.

I have personally witnessed Ms. Krieg's ability to tackle complex issues and come to equitable resolutions for those involved. Her personality and strong work ethic make her well-suited for working with others to reach consensus.

Ms. Krieg's experience working in Hawai'i state government, which included heading the Department of Human Resources at the Department of Education (DOE) and the Department of Human Resources Development, is an extremely valuable asset. While holding these positions, Ms. Krieg and I worked closely together on numerous matters during the ten years I was employed with the DOE as its Negotiations Administrator. I came to rely upon her knowledge and expertise, and when coupled with her extensive legal background, it was a great benefit to all who worked with her. As a manager of two large workforces, she genuinely cared about the employees and their wellbeing, offering leadership and guidance to many.

Finally, even after retiring from state government, Ms. Krieg volunteered her time as a consultant involving an employment-related matter for the County of Kaua'i, where I am now employed as the Director of the Human Resources Department, which was extremely helpful and much appreciated.

Ms. Krieg is unquestionably qualified for this position, and I strongly support her confirmation.

Mahalo for your consideration.

Very truly yours,

Annette L. Anderson

GM659
Senate Committee on Labor and Technology
Hearing on April 12, 2023 at 3:00 pm

April 10, 2023

RE: Nomination of Barbara A. Krieg to the HRSP Board of Trustees

Aloha:

It is my honor and pleasure to write in support of the nomination of Barbara A. Krieg to serve on the Board of Trustees for the Hawaii Retirement Savings Program (HRSP). My name is Hui Chen, and I currently serve as Strategic Adviser in the Managing Director's Office in the City and County of Honolulu.

I first met Ms. Krieg in 2019, when I was considering an employment offer from the State Department of the Attorney General. We became fast friends when I accept the offer and moved to Hawaii in early 2020. Ms. Krieg provided guidance and assistance during my relocation process, and was a trusted source of enormous support when I had to deal with a family medical crisis shortly after my move. Ms. Krieg truly embodies the spirit of Aloha in her kindness and generosity.

Even though our relationship is personal in nature, Ms. Krieg and I often have discussions on professional topics relating to the state and local government, as my work at the State Department of the Attorney General and later at the City and County of Honolulu have often triggered occasions where I would seek advice from Ms. Krieg or share my observations with her. Ms. Krieg's advice and observations have always been insightful, demonstrating both professional expertise and deep knowledge of state and local government. These conversations also have made clear Ms. Krieg's strong commitment to public service and the welfare of our community.

It is my understanding that the HRSP Board of Trustees will be responsible for implementing and overseeing the creation of a payroll-based retirement savings program for all Hawaii employees who do not already have access to a work-based pension or 401K (or similar type) benefit. Based on my understanding of the responsibilities involved and my personal knowledge of Ms. Krieg's professionalism and integrity, there is no one I would trust more than Ms. Krieg to serve on the HRSP Board of Trustees to ensure the success of the program.

Mahalo for your consideration.

Sincerely,



Hui Chen

GM-659

Submitted on: 4/10/2023 6:46:55 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Corianne Lau	Individual	Support	Written Testimony Only

Comments:

Dear Members of the Committee,

I am writing in support of Barbara Krieg's appointment to serve on the Board of Trustees of the Hawai'i Retirement Savings Program. I have known Barbara for 17 years and worked with her for five years at the law firm of Alston Hunt Floyd & Ing, nka Dentons US LLP where I am a partner. Barbara proved herself to be a very talented and effective attorney and litigator. She was analytical, strategic and very productive. She is a team player whose opinion I value very highly. She left the firm for a cabinet position and demonstrated herself to be a caring and dedicated public servant. Personally, Barbara is highly ethical, loyal and conscientious. If confirmed she will be a valuable and committed member of the board of the HRSP. I strongly support her appointment.

GM-659

Submitted on: 4/10/2023 8:54:11 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
GARY SIMON	Individual	Support	Written Testimony Only

Comments:

Dear Chair Moriwaki, Vice Chair Lee, and Honorable Members of the Senate Labor and Technology Committee,

I am Gary Simon, Chair of the AARP Hawai'i Executive Council. I have known Barbara Krieg since 2021, when she became a member of the Executive Council. I am in strong support of the nomination of Ms. Krieg to the Hawai'i Retirement Savings Board.

She has provided the Executive Council astute and wise counsel with a professional demeanor during our meetings and deliberations.

Ms. Krieg is an expert on human resources, including benefits and compensation. She will be a powerful and resourceful contributor to the Hawai'i Retirement Savings Board. Her expertise will be quite valuable in the development and implementation of the Hawai'i Retirement Savings Program.

I respectfully and strongly urge you to recommend Ms. Krieg for confirmation to Hawai'i Retirement Savings Board.

Mahalo nui loa for seriously considering her nomination.

With warmest aloha,

Gary Simon

Chair

AARP Hawai'i Executive Council

1001 Bishop Street, Suite 625

Honolulu, Hawaii 96813

gsimon@aar.org

GM-659

Submitted on: 4/11/2023 6:18:10 AM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Audrey Hidano	Individual	Support	Written Testimony Only

Comments:

I respectfully submit testimony in **STRONG SUPPORT** of GM 659 for consideration and confirmation to the Hawaii Retirement Savings Board, Gubernatorial Nominee, Barbara Krieg for a term to expire 6/30/25.

I've known Ms. Krieg for about 15 years and have served with her as a fellow trustee on the State EUTF board of directors. She is very qualified, truthful, hard working, totally committed and brings a wealth of experience and knowledge to the position. Ms. Krieg will be an asset to HRSP.

Thank you for the opportunity to provide testimony in **SUPPORT** of GM 659.

DAVID BROOKSHIRE CONNER

April 10, 2023

Senator Sharon Moriwaki, Chair
Members of the Senate Committee on Labor and Technology
Hearing at 3:00 pm on Wednesday April 12, 2023
Conference Room 224 & Video Conference
State Capitol
415 South Beretania Street
Honolulu HI

Testimony in **SUPPORT** of confirming **Barbara Krieg** to the Hawai'i Retirement Savings Board

Aloha e nā hoa Kenekoa,

I am writing to express my strong support for confirming Barbara Krieg to the Board of Trustees for the Hawai'i Retirement Savings Program.

My own experience spans industries, and I have had the privilege to work with highly qualified human resources experts in organizations large and small, both on the mainland and in Hawai'i Nei. Retirement programs can be a major benefit for an employee, but establishing and maintaining one can be a challenge, even with the large staff available at a large organization. I have been directly involved in governance across a range of organizations as well, and getting governance right requires a special and rare set of skills.

I have known Barbara both professionally and personally for many years now. The effective implementation of the Hawai'i Retirement Savings Program will require strong and effective governance. You could not find a more qualified trustee than Barbara, and you will never find anyone who cares as much about doing the job right as she does.

She is without a doubt an expert in many of the domains required to serve on this board. She is a lawyer. She is an HR professional. She is a now-retired executive for our state government here in Hawai'i Nei. She is a proven and dedicated public servant who will carefully establish and shepherd a viable retirement program to support companies across the state.

Hiki iā ia ka 'oihana. She can do the job.

Mahalo, and thank you for your time and consideration of Barbara Krieg, this highly qualified nominee.



Brook Conner

CONTACT

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Testimony of Leila Kagawa
GW 659
Committee on Labor and Technology
April 12, 2023 - 3:00 pm

Aloha, Chair Moriwaki, Vice-Chair Lee and members of Committee on Labor and Technology,

My testimony is being submitted for Barbara Krieg's confirmation to the Hawaii Retirement Savings Board. Barbara's extensive law background and her public employment experience will be extremely valuable in the establishment of this Board.

I worked with Barbara while she was Director of the Department of Human Resources Development (DHRD) as her Deputy. During that time she was very active with the Board of Trustees for the Deferred Compensation Plan for state employees. Barbara's experience and knowledge serving on Deferred Compensation Board will be extremely valuable in this new role.

During her time as Director of DHRD Barbara worked with a variety of stakeholders across multiple departments as well as the counties to analyze and resolve issues impacting public employees. She also supported in the establishment of new and/or modified programs that would benefit employees in their continued career development within public employment. In her interactions with stakeholders, Barbara would consistently offer sound recommendations and alternatives for participating parties and always considered all perspectives to make the best decision for the collective.

Barbara's vast experience will greatly benefit the Hawaii Retirement Savings Board in its mission to provide retirement savings programs to Hawaii employees not currently served.

Thank you for the opportunity to submit testimony in support of Barbara Krieg's confirmation to the Hawaii Retirement Savings Board.

Mahalo,
Leila Kagawa

GM-659

Submitted on: 4/11/2023 2:00:42 PM

Testimony for LBT on 4/12/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
DIANNE WINTER BROOKINS	Individual	Support	Written Testimony Only

Comments:

I fully support the nomination of Barbara Krieg to serve on the HRSP Board of Trustees. Barbara's past experience both as an employment lawyer and in State government makes her particularly well-suited to this role. She understands the various challenges to be faced by this new program, and has the experience and technical knowledge to meet them. Barbara has a heart for public service, and this important program will benefit greatly from her volunteer service. As Barbara's former law partner, I always appreciated her ability to move a discussion toward consensus in order to accomplish the goals of the organization. She works well with others, and her counsel was highly valued by clients and peers alike. I know from recent discussions with Barbara that she strongly supports the mission of the HRSP and is committed to its success. The people who will benefit from the HRSP deserve to have Barbara on this Board, making sure the program works as it was intended to provide the maximum value to stakeholders. For these reasons, I respectfully request that the Committee vote to confirm the appointment of Barbara Krieg to the Board of Trustees of the HRSP.