

STAND. COM. REP. NO.

870

Honolulu, Hawaii

MAR 23 2011

RE: GOV. MSG. NO. 511

Honorable Shan S. Tsutsui
President of the Senate
Twenty-Sixth State Legislature
Regular Session of 2011
State of Hawaii

Sir:

Your Committee on Judiciary and Labor, to which was referred Governor's Message No. 511, submitting for study and consideration the nomination of:

DIRECTOR OF THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

G.M. No. 511 SUNSHINE TOPPING,
for a term to expire December 1, 2014,

begs leave to report as follows:

Your Committee has reviewed the personal history, resume, and statement submitted by the nominee and finds Sunshine Topping to possess the requisite qualifications to be nominated as the Director of Human Resources Development.

Your Committee received testimony in support of the nomination of Sunshine Topping from Governor Neil Abercrombie; the Office of Hawaiian Affairs; the Deputy Comptroller, Department of Accounting and General Services; the Human Resources Officer, Department of Health; eleven members of the senior management team and program managers of the Department of Human Resources Development; ten employees of the Employee Classification and Compensation Division of the Department of Human Resources Development; thirteen employees of the Employee Relations Division of the Department of Human Resources Development; twelve employees of the Employee Staffing Division of the Department of Human Resources Development; the Society for Human Resource Management Hawaii Chapter (SHRM Hawaii); the Board of Directors of the Association of Hawaiian Civic Clubs; the Hawaii Fire Fighters Association; the United Public Workers; and eight individuals.

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Comments regarding the appointment of Ms. Topping were submitted by one individual.

Ms. Topping obtained her Bachelor of Arts degree from the University of Colorado, Boulder, and was a Master's degree candidate at the University of Hawai'i at Manoa School of Social Work. From 1996 to 1999, Ms. Topping was employed by The Boeing Company. Initially, she served as a Project Manager, which involved staffing a project and implementing a human resources management computer system in her division. Thereafter, she worked at Boeing as the Human Resources Manager, a position that involved many aspects of human resources but focused primarily on recruitment. During this time, she handled labor relations, working with more than one hundred twenty different collective bargaining contacts.

Ms. Topping subsequently moved back to Hawaii and from 2000 to 2003, served as the Senior Manager of Human Resources at Adtech/Spirent Communications, a local high-technology company, where she was responsible for the company's human resources staff and managed all aspects of human resources for the company's two thousand United States and international employees. From 2003 to 2004, Ms. Topping opened and operated her own company, the Recruiting Office, providing high-technology clients primarily with competitive recruiting services in addition to other human resource services. From 2004 to 2007, Ms. Topping became the Director of Human Resources and Ethics at NovaSol, a Hawaii high-technology company, where she designed the human resources department, including functions such as compensation analysis and alignment and compliance with state and federal laws. From 2007 until she was appointed as the Interim Director of Human Resources Development for the State of Hawaii, she served as the Director of Human Resources for Sandwich Isles Communications, a native Hawaiian owned and operated telecommunications company. Since her appointment in December 2010, Ms. Topping has served as the Interim Director of Human Resources Development.

Ms. Topping has also been involved in the community as a member of the Executive Board of the Hawaiian Way Fund, the donor program of the Council for Native Hawaiian Advancement, a tax-exempt, nonprofit corporation that supports community practitioners and initiatives that embrace Hawaiian culture, including halau hula, charter schools, and community groups working on environmental, cultural, and youth and family projects. She has also served as a member of Hui Makua o Kawaiaha'o, the



Honolulu Advertiser Community Advisory Board, and the Hawaii Science and Technology Council's Workforce Development Team. Moreover, Ms. Topping has served as a volunteer leader of SHRM Hawaii, informing legislators and decision-makers about the potential effects of proposed human resource-related legislation. In this capacity, she helped to research and provide testimony about numerous legislative initiatives and to educate legislators in individual meetings and at group outreach events.

Testimony in support of Ms. Topping's nomination emphasized her broad human resource experience in large and small companies as well as with her own company. Her experience includes labor relations with numerous collective bargaining contracts and integration of human resource computer systems to manage human resource departments. Testifiers also praised her leadership skills, commitment, integrity, understanding, management abilities, professional relationships, strong people skills, thoughtfulness, and openness to new ideas and input from those around her.

Your Committee is particularly impressed with the number of employees of the Department of Human Resources Development who submitted testimony in support of Ms. Topping's nomination. These employees testified that she is personable, energetic, open, and willing to listen and understand, and that they appreciate her support of their efforts to provide quality services and to pursue new projects and ideas. This testimony highlights the positive and refreshing change that Ms. Topping has made within the Department in the limited time that she has served as its Interim Director. Your Committee understands that Ms. Topping's inclusive management style and passion for human resources as a profession have invigorated the Department despite an increased workload and cuts to positions and resources.

During her testimony before your Committee, Ms. Topping relayed that her nomination reflects Governor Abercrombie's desire to encourage state employees. Based on the testimony submitted and Ms. Topping's statement and testimony, your Committee believes that Ms. Topping is the ideal person to accomplish this goal.

Your Committee finds that, based on the testimony submitted, Ms. Topping is exceptionally qualified to serve as the Director of Human Resources Development. With her diverse experience within the field of human resources, Ms. Topping will bring a broad perspective and valuable experience in human resource issues that



can provide the Department with fresh ideas. Additionally, her experience working with SHRM Hawaii has given her the experience to work with the Legislature and individual legislators to explain and clarify human resource and employment issues. Your Committee believes that Ms. Topping's expertise in the human resource area and her inclusive management style will serve the Department very well.

As affirmed by the record of votes of the members of your Committee on Judiciary and Labor 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.

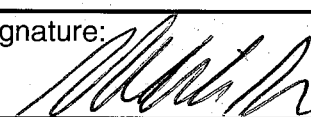
Respectfully submitted on
behalf of the members of the
Committee on Judiciary and
Labor,



CLAYTON HEE, Chair



Record of Votes
Committee on Judiciary and Labor
JDL
Advise and Consent

Governor's Message No.:* GM 511	Committee Referral: JDL	Date: 3/9/11		
<input type="checkbox"/> The Committee is reconsidering its decision				
The Recommendation is: <input checked="" type="checkbox"/> Advise and Consent 2340 <input type="checkbox"/> Not Advise and Consent 2345				
Members	Aye	Aye (WR)	Nay	Excused
HEE, Clayton (C)	✓			
SHIMABUKURO, Maile (VC)	✓			
GABBARD, Mike	✓			
IHARA, Jr., Les				✓
SLOM, Sam				✓
TOTAL	3	0	0	2
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy				

*Only one Governor's Message per Record of Votes