

STAND. COM. REP. NO.

549

Honolulu, Hawaii

FEB 25 2015

RE: GOV. MSG. NO. 512

Honorable Donna Mercado Kim  
President of the Senate  
Twenty-Eighth State Legislature  
Regular Session of 2015  
State of Hawaii

Madam:

Your Committee on Judiciary and Labor, to which was referred Governor's Message No. 512, submitting for study and consideration the nomination of:

DIRECTOR OF THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

G.M. No. 512      JAMES NISHIMOTO,  
for a term to expire 12-3-2018,

begs leave to report as follows:

Your Committee has reviewed the personal history, resume, and statement submitted by the nominee and finds James Nishimoto 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 Mr. Nishimoto from the Governor; Department of Human Resources Development; Department of Transportation; Department of Budget and Finance; Department of Human Resources, City and County of Honolulu; sixteen individuals of the Department of Human Resources Development senior management team and program managers; and nine individuals.

Mr. Nishimoto earned his Bachelor of Science degree in Zoology from the University of Kentucky. Upon graduation, he served in the United States Army for three years. He also received his Master in Arts in Business Personnel Administration and Public Administration from Central Michigan University and his Doctorate of Education from the University of Southern California.



Mr. Nishimoto has over thirty years of work experience with the State, including serving as Labor Relations Specialist, Employee Benefits Specialist, Budget Specialist, and Administrator of Collective Bargaining and Negotiations for the Department of Education; Deputy Negotiator for the Office of Collective Bargaining; Special Assistant to the Governor; and Deputy Director of the Department of Human Resources Development. For the past fifteen years, he has served in various roles for the University of Hawaii System, including Associate Director of Human Resources (2000-2003), Executive Assistant to the President of the University of Hawaii (2003-2008), Director of Academic Personnel Administration for the Office of the Vice President for Academic Affairs (2008-2009), and Director of Administrative Support Service for the University of Hawaii National Disaster Preparedness Training Center (2010-2011). Since 2011, Mr. Nishimoto has served as the Executive Assistant to the Vice President for Budget and Finance/Chief Financial Officer for the University of Hawaii System.

Mr. Nishimoto is certified in numerous fields, including mediation, conflict resolution, discrimination investigations, and internal investigations.

Testifiers in support of the nominee indicate that Mr. Nishimoto's years of service to the State are an indication of his dedication to public service. Known as "Nish" among his colleagues and friends, he is described by them as one who has developed a deep understanding of public employment laws in Hawaii and built a strong network of relationships with public agencies and employee unions. Written testimony further indicates that he uses a collaborative approach when working with parties with varying viewpoints to resolve issues in a timely and respectful manner and has a keen understanding of each situation before him to anticipate and address multiple factors that may have an impact.

Your Committee notes the testimony submitted in support from a number of employees of the Department of Human Resources Development. These employees testified that in the two months since his nomination as Director of Human Resources Development, they have observed him as an energetic, passionate, and fully committed department head who strives to ensure that the Department provides high quality services to state employees and the public. Furthermore, employees testified that as a result of implementing a collaborative, team-oriented approach, the



Department has moved forward with improvements, including simplifying and streamlining the recruitment and classification processes and revamping and expanding training opportunities to assist state employees in performing more efficiently.

Your Committee finds that Mr. Nishimoto is exceptionally qualified to serve as the Director of Human Resources Development. He possesses the intelligence, knowledge, experience, and personality to be an outstanding Director.

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,



GILBERT S.C. KEITH-AGARAN, Chair



The Senate  
 Twenty-Eighth Legislature  
 State of Hawai'i

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

Governor's Message No.:* <b>GM 512</b>	Committee Referral: <b>JDL</b>	Date: <b>2/11/15</b>		
<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
KEITH-AGARAN, Gilbert S.C. (C)	✓			
SHIMABUKURO, Maile S.L. (VC)	✓			
ESPERO, Will	✓			
GABBARD, Mike				✓
IHARA, Jr., Les				✓
THIELEN, Laura H.	✓			
SLOM, Sam				✓
<b>TOTAL</b>	<b>4</b>			<b>3</b>
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
<b>Distribution:</b> 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