

LINDA LINGLE  
GOVERNOR OF HAWAII



2009 MAR 23 10:07

STATE OF HAWAII  
DEPARTMENT OF LAND AND NATURAL RESOURCES

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*Ch...*  
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KAHOOLAWE ISLAND RESERVE COMMISSION  
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STATE PARKS

March 17, 2009

MEMORANDUM

TO: Marie C. Laderta, Director  
Department of Human Resources Development

FROM: *LT* Laura H. Thielen, Chairperson  
Department of Land and Natural Resources

SUBJECT: Recruitment above the Minimum for Conservation and Resources Enforcement Administrator, EM-07, BU:31

09 MAR 18 P1:42  
RESOURCES DIV  
STATE OF HAWAII

We are requesting your approval to recruit for the Conservation and Resources Enforcement Administrator above the minimum salary range \$6,592 per month or \$79,104 per year. The current incumbent will be retiring effective April 1, 2009.

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This position is located within the Department of Land and Natural Resources (DLNR) and is the administrator of the Conservation and Resources Enforcement Division. This position is responsible for administering the statewide program of conservation and resource enforcement. This involves the statewide enforcement of the statutes, rules and regulations under the jurisdiction of the DLNR which provide for the protection and conservation of Hawaii's lands and natural resources.

The Division of Conservation and Resources Enforcement is responsible for enforcing conservation and resource laws of the State covering 476.1 square miles of marine managed areas, extended out to a 200-mile boundary; 1,368,900 acres of State lands; 1,313,150 acres of encumbered lands; approximately 54,750 acres of unencumbered lands; 69 State parks covering 26,675 acres; 104 State reserves covering 871,200 acres; 18 natural area reserves covering 109,950 acres; and 21 small boat harbors. These laws govern forest and forest reserves, fish and game management and reserves, state parks, state conservation districts, lease agreements, and land license involving all lands under the jurisdiction of the DLNR.

Conservation of our natural resources remains a state responsibility to ensure that these resources will be sustained for future generations. Leadership is essential in directing the

enforcement activities, interpreting the rules and regulations, handling public dissemination of information, and standardizing the constant flow of enforcement related activities. To be able to recruit the best and the brightest, we must be able to offer the best competitive salary. This will enable us to fill the position as quickly as possible and will lessen any negative impact on the public and the visitors who use our resources. Leaving the position vacant for any length of time leaves the State vulnerable to legal liability should the lack of leadership impact enforcement activities. Natural resources will be overused and/or depleted without the proper enforcement of conservation laws, rules and regulations established to protect these resources.

Due to the statewide enforcement responsibilities of the multitude of laws, rules, and regulations pertinent to the Department, this position, as the Division Chief, has broad responsibilities impacting upon program operations of other divisions/offices within the Department. Inherently, there is also intra-agency, inter-agency and inter-jurisdictional relationships. Therefore, this position is also in charge of joint enforcement agreements with the National Oceanic and Atmospheric Administration (NOAA), Coast Guard, each County Police Departments, Public Safety, and State Civil Defense.

The DOCARE Assistant Administrator has also informed the Department that he is retiring effective June 1, 2009. This will leave the two lead administrative positions vacant. Therefore, it is essential that we have the ability to competitively recruit for the best candidate possible and fill this position as quickly as possible to provide for responsible and effective administration of the program.

In the past, this position had been filled by internal candidates. There have only been 2 employees who have served as incumbent in the history of this position. The first incumbent retired in 1994 after 15 years in the position and the current incumbent will be retiring after 9 years in the position. While we will seriously consider all qualified employees, we strongly believe that consideration of a wider pool of candidates would significantly benefit the Department as the Division faces increasing challenges to the protection of Hawaii's natural resources.

Therefore, to attract a larger pool of highly qualified candidates, we respectfully request your favorable consideration and approval to recruit above the minimum salary for the vacant Conservation and Resources Enforcement Administrator, Position No. 30041.

*Knew young would be hired and made request.*

Approved

Disapproved

*AM*  
*Cindy S. Inouye*  
Marie C. Laderta, Director  
Department of Human Resources Development

*3/19/09*  
Date