



Shelley D. Harrington

Akoni ADR & Consulting
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EDUCATION

William S. Richardson School of Law, Juris Doctorate Degree (J.D.). 1996 - 2000
University of Hawai'i at Manoa, School of Social Work Graduate Student. 1988 - 1989
University of Hawai'i at Manoa, School of Social Work, Bachelor's Degree (BSW). 1983 - 1988

PROFESSIONAL EXPERIENCE

Labor Advisor **2023 to Present**
Commander Navy Region Hawaii (CNRH)
HR Department, Labor & Employee Relations
JBPHH, HI

Serves as the subject matter resource for Labor Relations and Employee Relations on behalf of CNRH and JBPHH. The area of responsibility covers discipline and adverse actions, internal complaints, appeals through the grievances process, FLRA, MSPB, Collective Bargaining Negotiations, and ensuring compliance with federal labor laws and policies of the OCHR and SECNAV.

Independent Expert, Arbitrator, and Mediator **2005 to Present (\$250 hourly.)**
Akoni ADR & Consulting
Sole Proprietor
45-125 Iole Place, Kaneohe, Hawai'i 96744

Independent Consultant Expert, Arbitrator, and Mediator who has managed case referrals from the Hawai'i Labor Relations Board, the Judiciary's Court Annexed Arbitration Program, and the Office of Disciplinary Counsel. Duties as an arbitrator involved conducting fair and objective arbitration hearings and rendering a concise decision based on the application of the law, the collective bargaining agreement, assessment of credibility for testimony, and evidence contained in the record for the State of Hawai'i and various County entities. As an Independent Contractor hired to perform services as an expert consultant for Corrections, Law Enforcement, Administrative Investigations, PREA, and other Labor and Employment Law areas.

Department of Justice Certified **2014 to Present**
Prison Rape Elimination Act Auditor

Currently, unaffiliated Independent DOJ PREA Auditor, but when employed by the Department of Public Safety, performed as a Special Assignment to assist with Hawaii's role in the Western State Consortium Agreement that manages the "circular auditing" process between Hawaii, Washington, Oregon, California, Los Angeles County Sheriffs, Nevada, Colorado, New Mexico, North Dakota, Montana, and Wisconsin. Ensured an audited facility's compliance with the DOJ National PREA Standards, which consist of 248 subsections. My duties and obligations as an independent contractor focus on ethics, time management, compliance with the PREA Auditor Handbook, preparing interim reports, guidance on corrective actions, and final audit reports.

Department Human Resources Officer IV **2020 to 2023**
State of Hawai'i, Department of Public Safety
1177 Alakea Street, Honolulu, Hawai'i 96813

Retired as the Department of Public Safety, Human Resources (HR) Officer responsible for managing and administrating all aspects of HR for 2000+ staff, contractors, and volunteers assigned

to PSD. Responsible for policy development; position classification and pay administration; recruitment inclusive of hiring and suitability assessments; employee performance reviews; employee relations; labor relations inclusive of grievances, internal complaints, and appeals; civil rights compliance; health and safety programs; and records retention. Ensures compliance with labor laws and functioned as the department liaison for federal and state court hearings, Merit Appeals Board hearings, Hawaii Labor Relations Board hearings, and Hawaii Labor Board hearings.

Intake Service Center Division Administrator **2016 to 2020**

State of Hawai'i, Department of Public Safety

Served as the Division Administrator for the Intake Service Centers (ISC) statewide, focused on providing alternatives to incarceration by networking with the Judiciary. ISC administered the supervised release program and the retake process when violations of supervised release occurred by working directly with the Judiciary, the Prosecutor, the Defense Counsel, and other community programs. ISC managed the intake processing of correctional admissions by conducting evidence-based assessments and screening for intermediate sanctions, classifications, medical and mental health screening, PREA, and other aspects of the intake process.

Inspection and Investigation Officer **2015 to 2020 TA**

State of Hawai'i, Department of Public Safety
919 Ala Moana Blvd., Honolulu, Hawai'i 96814

Provided administrative direction for and operational oversight over the Inspections and Investigations Office (IIO) and the operations of the department's Employee Pre-Disciplinary process, Inmate Grievances, Policy and Procedure Coordination, Environmental Health and Safety, Security Planning and Audits, and Civil Defense Emergency Management.

Litigation Coordination Office, Litigation Officer **2011 to 2016**

State of Hawai'i, Department of Public Safety

Administrator responsible for conducting legal research, ensuring compliance with the Uniform Information Practices Act (92-F), and monitoring the current legal issues affecting the department in corrections, law enforcement, and administration. Served as the department's "person of interest" for all litigation filed in the United States District Court, District of Hawai'i, by pro se inmate plaintiffs. Managed the department's tort litigation and claims, civil rights litigation, inmate sentence calculations, DNA collection, Prison Rape Elimination Act, and other subject matters relevant to the Corrections and Law Enforcement Divisions. Responsibilities involved performing work that is sensitive and encompasses difficult and complex situations.

Employee Disciplinary Hearings Officer **1996 to 2013**

State of Hawai'i, Department of Public Safety

As the Hearings Officer, functioned as the administrative officer representing the Director at statewide due process and discharge hearings. Rendered formal findings for the Director's review, affirmation, or modification of disciplinary cases based on investigations prepared by administrators and supervisors within the department for violations of the departmental Standards of Conduct, policies, procedures, rules, statutes, laws, and other misconduct provisions. Temporarily assigned to the position of Administrator of the Inspections and Investigations Office and represented the Director at statewide judicial and quasi-judicial proceedings related to disciplinary decisions and discharge actions. Assigned as the department's representative in court, arbitration hearings, worker's compensation hearings, unemployment hearings, labor appeals hearings, and at the Merit Appeals Board.

VOLUNTEER WORK

Arbitrator for DCCA State Certified Arbitration Program 2024, as Assigned

Arbitrator for the Hawai'i Court Annexed Arbitration Program 2005, as Assigned

Disciplinary Board of the Hawai'i Supreme Court 2012, as Assigned
Mediator and Hearings Officer for Attorney Conduct Cases.

HSBA Labor and Employment Section Officer Various periods, 2006 to 2021

LICENSES

AELE Public Safety December 2022
Internal Affairs/Discipline Investigator Level I

**Certified Department of Justice,
Prison Rape Elimination Act Auditor** 2014, Recertifications
Certified to conduct and manage DOJ PREA Audits at the Nation's jails, prisons, community correctional centers, and juvenile detention facilities.

Examiner for the National Institute for Truth Verification 2004 - 2024
Certified Computer Voice Stress Analysis in Investigations.

Licensed to Practice Law 2000, Annual Renewal
Admitted to the Hawai'i State Bar and the United States District Court for the Hawai'i District.

SKILLS AND CERTIFICATES

Administrative Investigations
Arbitration Skills, Labor Relations, and Decision Making
Correctional Unit Team Case Management
Crisis Intervention Tactics
Discipline & Discharge in Law Enforcement and Corrections
Discrimination in the Workplace, Workplace Violence Management, EEO
Drug and Alcohol Testing Training for Supervisors
Facilitator Training
Family Medical Leave Act: Ensuring Compliance Investigations
HSBA Leadership Institute
Mediation Skills: Achieving a Win-Win
Mental Health Assessment & Suicide Prevention

FEE SCHEDULE

Hourly Rate: \$250.00 per hour, plus GE Taxes.

Travel & Lodging: Reimbursement based on costs incurred.

Cancellations: Limited to the time, costs, and expenses incurred before cancellation notice.