



The Senate

**STATE CAPITOL**  
HONOLULU, HAWAII 96813

October 6, 2020

Mr. Ryker Wada, Director  
Department of Human Resources Development  
235 S. Beretania Street  
Honolulu, HI 96813

Dear Director Wada:

**RE: STATE WORKFORCE ASSESSMENT**

We understand that the Governor is considering a two-day per month furlough as early as December 1 for most State employees of the six public worker unions (amounting to an effective 10% pay cut) to meet the anticipated budget shortfall for the next four years. We understand that no formal proposal has been offered to the unions; however, in light of the possibility of across-the-board cuts and the changed and changing needs of the public as a result of the coronavirus pandemic, the state must prepare its workforce for the future post-pandemic world. It will require assessment of the functions and services of state government and the concomitant staffing and training of our state workforce. The Senate Special Committee on COVID-19 thus requests the following information:

1. Is the Department of Human Resources Development (“DHRD”) exploring strategies to meet the 10% budget shortfall, including guidance for examining the functions and services that can be replaced with technology, consolidation and repurposing, etc. to meet the changing needs of the public;
2. Has DHRD met with the departments to explore strategies to address the changing public needs in light of the current and impending budget shortfall;
3. Has the DHRD met with public unions to discuss the deferral of pay increases as a possible alternative to furlough; and, if not, does HRD have alternative proposal(s) to discuss with them;
4. Has DHRD taken any action, including convening a task force as requested in SR 83SD1, to review the functions and operations of the state government to identify and make recommendations for modifications, including staffing, to better serve the changing and changed post-pandemic needs of the public.

State Senate, State Capitol  
415 S. Beretania Street  
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The Committee requests that you provide documentation of the requested information by **Monday, October 12, 2020**. Please email your response to all Senate Special Committee COVID-19 members. Should you have any questions, please contact Duncan Osorio at 586-6800 or via email at [d.osorio@capitol.hawaii.gov](mailto:d.osorio@capitol.hawaii.gov).

Sincerely,

Senator Donovan M. Dela Cruz  
Senator Jarrett Keohokalole  
Senator Michelle N. Kidani  
Senator Donna Mercado Kim  
Senator Sharon Moriwaki  
Senator Kurt Fevella

Cc: Senate President

Attachment(s): SR 83 (2020)