

Committee on Ways and Means
Tuesday, April 7, 2009, 9:30 am
Conference Room 211, Hawaii State Capitol

Thank you for this opportunity to express my concerns regarding the **HB200**.

I have been a civil service employee since 1994, and I oppose any layoffs within HHSC especially layoffs of civil service employees.

I do understand that we are in the midst of economic downturn, and extreme measures must be taken in order to balance the budget.

However, other options must be explored first before resorting to layoffs in HHSC.

Legislature must consider the following alternatives to prevent layoffs:

1. HR: **Centralize certain functions**; a hiring freeze on non-direct patient care positions, reduce overtime on non-direct patient care positions, use "in-house" resources, voluntary furloughs, reduce FTE;
2. Expenses: Limit travel expenses, temporary assignments, suspend any projects that do not have any direct impact on patient care;
3. Benefits: Review salaries of **non-civil service positions** to reduce/adjust pay increases and bonuses. Compensation should be comparable to other state agencies.
4. Full disclosure of cost savings of the above measures.

If layoffs are inevitable, I urge the committee to protect the rights of civil service employees.

Again, thank you for this opportunity.

Respectfully,

Joanne S. Agnes, PHR
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