

Honolulu, Hawaii
March 16, 2010

RE: S.B. No. 2626
S.D. 1

Honorable Calvin K.Y. Say
Speaker, House of Representatives
Twenty-Fifth State Legislature
Regular Session of 2010
State of Hawaii

Sir:

Your Committee on Labor & Public Employment, to which was referred S.B. No. 2626, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO PUBLIC SERVICE,"

begs leave to report as follows:

The purpose of this bill is to improve the efficiency and cost-effectiveness of state government services and to gather information to provide adequate agency funding by:

- (1) Temporarily lengthening the initial probation period from six months to 12 months for persons occupying a position that is exempt from civil service who then either transfers into a civil service position or is hired in a civil service position within 90 days of their departure from their non-civil service position to ensure that the individual possesses the necessary skill, knowledge, and expertise to carry out their duties; and
- (2) Requiring every state agency to report to the Legislature all non-civil service, temporary employees employed by the agency for each quarterly period of the fiscal year.

The Hawaii Government Employees' Association, AFSCME Local 152, AFL-CIO; and a concerned individual testified in support of this bill. The Judiciary, Department of Education, and Department



of Human Resources Development testified in opposition to this measure. United Public Workers Local 146 provided comments.

It is always important for government to operate in the most efficient, cost-effective manner as possible, especially during economically difficult times. Quarterly reporting of non-civil service temporary employees employed by every agency will enable the Legislature to make informed decisions and analyze budget constraints on the financial resources of the State more precisely and assist in evaluating the human resource needs of each agency.

Your Committee also finds that the use of shortened probationary periods and continual extension of the contracts of temporary, or emergency hires, can create an inherent risk for inefficiencies, ineffectiveness, or ineptness in the delivery of critical services and functions of state government.

While your Committee understands that several valid concerns have been raised by those opposed to this bill, the importance of improving the efficiencies and effectiveness of state government provides the basis to warrant further consideration of this measure.

As affirmed by the record of votes of the members of your Committee on Labor & Public Employment that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 2626, S.D. 1, and recommends that it pass Second Reading and be referred to the Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor & Public
Employment,



KARL RHOADS, Chair



