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February 10, 2010

TESTIMONY TO THE  
HOUSE COMMITTEE ON ECONOMIC REVITALIZATION, BUSINESS &  
MILITARY AFFAIRS  
AND THE  
HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT  
For Hearing on Thursday, February 11, 2010  
11:00 a.m., Conference Room 312

BY

MARIE C. LADERTA, DIRECTOR

**House Bill No. 2273, Relating to Civil Service**

**WRITTEN TESTIMONY ONLY**

TO CHAIRPERSONS ANGUS L.K. MCKELVEY AND KARL RHOADS AND MEMBERS  
OF THE COMMITTEES:

H.B. No. 2273 proposes to amend §76-103, Hawaii Revised Statutes (HRS) by specifying in statute which veterans qualify for civil service hiring preferences. The Department of Human Resources Development (DHRD) **opposes** the passage of H.B. No. 2273 for the reasons in the paragraphs that follow.

As required by §76-103, HRS and its administrative rules, DHRD awards veterans' preference points to its qualified eligibles in the competitive civil service hiring process. Eligibility criteria and standards for Veterans' Preference authorized by the Veterans' Preference Act of 1944, as amended, is currently codified in various provisions of Title 5, United States Code. DHRD follows the criteria and standards of the Federal Code in determining Veterans' Preference eligibility and awards to its qualified eligibles for civil service employment.

As drafted, the proposed amendments to §76-103, HRS, are narrower than the current Veterans' Preference standards of the United States Code. Moreover, if passed, the amended language would exclude certain conditions for which the State of Hawaii now awards Veterans' Preference points. If this measure becomes law, legislation will be necessary whenever new qualifying categories are added or categories are repealed in the Federal Standards.

Since its inception of §76-103, HRS, to present, the State of Hawaii has acknowledged and continues to acknowledge the valuable service and sacrifice of its veterans in the form of Veterans' Preference in its competitive civil service hiring process. For the above reasons, DHRD believes that this proposed measure is unnecessary and we respectfully request that this measure be held.

Thank you for the opportunity to testify.



*THE JUDICIARY, STATE OF HAWAII*

**Testimony to the House Committee on Economic Revitalization, Business,  
& Military Affairs**

The Honorable Angus L.K. McKelvey, Chair  
The Honorable Isaac W. Choy, Vice Chair

**House Committee on Labor & Public Employment**

The Honorable Karl Rhoads, Chair  
The Honorable Kyle T. Yamashita, Vice Chair

Thursday, February 11, 2010, 11:00 a.m.  
State Capitol, Conference Room 312

by  
Sharen M. Tokura  
Human Resources Director

**WRITTEN TESTIMONY ONLY**

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**Bill No. and Title:** House Bill No. 2273, Relating to Civil Service

**Purpose:** Specifies which veterans qualify for civil service hiring preference.

**Judiciary's Position:**

The Judiciary believes this measure is unnecessary as veteran's preference for civil service hiring is already provided for by Judiciary Personnel Rules, aka Hawaii Administrative Rules, Title 14, Chapter 12, and the categories of creditable service as outlined by the Federal Office of Personnel Management and the United States Department of Veterans Affairs.

In recognition and appreciation of the service of our veterans, the Judiciary has been, and continues to afford veterans' preference for civil service hiring in a manner equal to the specifications in this bill.

In addition to credit given for service during specific periods of time, preference points are awarded for campaign and expeditionary medals including those outlined in the bill.



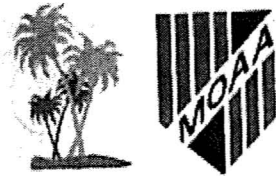
House Bill No. 2273, Relating to Civil Service  
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& Military Affairs  
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February 11, 2010  
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Accordingly, preference points are awarded for civil service hiring purposes to disabled veterans, spouses of disabled veterans, and surviving spouses of deceased servicemen who have not remarried.

Therefore, we believe this measure is not necessary. Further, the delineation of specific expeditionary or campaign medals in the bill will require amendments to law should new categories are recognized in the future.

The current language in Section 76-103, HRS, is sufficient to authorize this process and flexible enough to allow for updates when necessary in the future.

Thank you for the opportunity to testify on House Bill No. 2273.



Hawaii Chapter, MOAA  
P.O. Box 1185  
Kailua, Hawaii 96734-1185

**Testimony of**  
**Thomas Smyth, President**  
**Military Officers Association of America, Hawaii Chapter**  
**Before the**  
**Committee on Economic Revitalization, and Military Affairs**  
**Committee on Labor and Public Employment**  
**Thursday, February 11, 2010, 11:00 am, Room 312**

**On**

**HB 2273 Relating to Civil Service**

**Chairs McKelvey and Rhoads, Vice Chairs Choy and Yamashita and  
Members of the Committee:**

**Our association of 500 retired and currently serving officers of the seven Uniformed Services supports HB 2273, which aligns the Hawaii Veteran's Hiring Preference with that of the Office of Personnel Management criteria for federal hiring.**

**With the increase in the number of service members, both those in the Active Component and those in the National Guard and Reserve, who are serving long tours on active duty as part of the volunteer "One Force," it is more important than ever to have the hiring criteria well defined and understood.**

**Someone looking at the proposed changes to the current §76-103, HRS, might think it to be far too complex to be easily understood. The fact is that it parallels the federal hiring criteria, so veterans considering state employment can easily get counseling and advice from the many government and veteran's organizations, including our own, that provide services and support can help them become aware of their increased job opportunities.**

**In the past most National Guard and many Reservists did not serve on active duty for periods long enough to qualify for the Veteran's Hiring Preference. That has changed dramatically and many of them who have had many years of service, usually on active duty only for training or periodic drills, now are veterans in every sense of the word and deserving of full consideration for hiring.**

**Some might say that this hiring preference is just a reward for their dedicated service. It is. But I know from personal experience that most employers value a military background when they are hiring. They recognize that the discipline, formal training and leadership experience these employees bring to the job makes them valuable long term workers. It is important that state and local governments have an opportunity to efficiently hire these personnel and gain the same benefits.**

**Thank you for the opportunity to provide this testimony.**