



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

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The Twenty-Fifth Legislature, State of Hawaii  
Hawaii State House of Representatives  
Committee on Labor & Public Employment

Testimony by  
Hawaii Government Employees Association  
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H.R. 127/H.C.R. 194 - REQUESTING  
THE ESTABLISHMENT OF A JOINT  
GOVERNMENT AND PRIVATE  
SECTOR HUMAN RESOURCES  
TASK FORCE

The Hawaii Government Employees' Association, AFSCME Local 152, AFL-CIO supports H.R. 127 and H.C.R. 194, which request the establishment of a joint government and private sector human resources task force to study the simplification of job classifications and streamlining of operations between the Department of Human Resources Development and line departments, with one suggested amendment.

Currently, there are over 1,700 position classifications within the State of Hawaii. A simplified system would ensure appropriate, accurate, and consistent salary compensation for employees. A reduction in the number and specificity of position classifications would create more flexibility and transparency, and lead to more efficient government operations. During the 2009 Reduction-in-Force, excessive amounts of job classifications made employee job placement more complex in some instances. Simplifying the current classification system by establishing a broad range or band system could reduce the placement concerns.

We strongly support the purpose and intent of this measure, but propose the resolution be amended to contain specific language that the public sector unions be involved in the process. Similar language from the 2009 House Concurrent Resolution 76, which established the Task Force on Reinventing Government, could be adopted into this resolution to ensure that labor is represented in this necessary dialogue.

We appreciate the opportunity to testify in support of H.R. 127 and H.C.R. 194, with the suggested amendment.

Respectfully submitted,

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