



**LATE TESTIMONY**

THE HAWAII SENATE  
The Twenty-Seventh Legislature  
Regular Session of 2013

COMMITTEE ON JUDICIARY AND LABOR  
The Honorable Sen. Clayton Hee, Chair  
The Honorable Rep. Maile S.L. Shimabukuro, Vice Chair

DATE OF HEARING: Wednesday, March 13, 2013  
TIME OF HEARING: 10:30 a.m.  
PLACE OF HEARING: Conference Room 016

**TESTIMONY ON HB435 HD1 RELATING TO PUBLIC EMPLOYEES**

By DAYTON M. NAKANELUA,  
State Director of the United Public Workers, AFSCME Local 646, AFL-CIO

My name is Dayton M. Nakanelua and I am the State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO (UPW). The UPW is the exclusive representative for approximately 14,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents about 1,500 members of the private sector.

The UPW opposes HB435 HD1, which establishes the office of talent management within DHRD to design and facilitate state initiatives in the areas of talent administration, professional development, performance management, and leadership enterprise.

The UPW finds that this bill is unnecessary. Language within HRS Ch. 76 (Civil Service Law) already provides DHRD the ability to do all the things described in HB435 HD1. For example:

1. The measure states that the Office of Talent Management may:
  - “(1) Consult with state agencies to develop and implement standards and tools necessary to assess individual and organizational productivity and performance;
  - (2) Conduct comprehensive needs assessments in collaboration with state agencies to evaluate competencies required for successful job performance and to sustain a high performing workforce.”

HRS 76-41 subsection (a) states, “There shall be established and maintained performance appraisal systems for the purpose of evaluating the performance of employees in the civil service and improving the employees' performance. The performance appraisal systems shall be the basis for evaluating whether employees in the civil service meet the performance requirements of their

respective positions as required in section 76-27. For the purposes of this section, "performance requirements" includes any qualification required for the position such as a license."

2. HB435 HD1 states that the Office of Talent Management may "(3) Identify, develop, conduct, and coordinate learning and development plans and programs to provide instruction and training necessary to improve individual job performance and furnish state agencies with a high performing workforce"

HRS 76-13, which defines the specific duties of the director (as defined in HRS 76-11), requires that the director shall:

"(3) Foster and develop, in cooperation with appointing authorities and others, programs for the improvement of employee efficiency;

(4) Cooperate fully with appointing authorities, giving full recognition to their requirements and needs, in the administration of this chapter to promote public service by establishing conditions of service that will attract and retain employees of character and capability, and to increase efficiency and productivity in governmental departments by continuously improving methods of human resources administration and maximizing the use of advanced technology."

We believe that HB435 HD1 is redundant. There is no need to recreate the wheel, especially at a time when our resources are so limited. We ask that the Committee defer this measure.

Thank you for the opportunity to testify.