



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Twenty-Eighth Legislature, State of Hawaii
The Senate
Committee on Ways and Means


Testimony by
Hawaii Government Employees Association
April 4, 2016

H.B. 1849, H.D. 1, S.D. 1 –
RELATING TO HIRING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the intent of H.B. 1849, and offers our support of the Judiciary and Labor Committee's shift in this measure's focus from recruiting for positions that require a higher education degree or other expertise to the current version which focuses on hiring in critical-to-fill and shortage areas. H.B. 1849, H.D. 1, S.D. 1 will also provide needed funds for DHRD to hire an undetermined amount of additional positions to focus on recruitment and classification.

We have consistently advocated that the state's civil service system needs fundamental reform in large part because its classification system is antiquated. There are simply too many job classifications and the class specifications that exist are often outdated and no longer describe actual duties and responsibilities. Therefore, there is an urgent need to conduct a detailed review of the thousands of job classifications that comprise the state's workforce and figure out which ones warrant elimination, consolidation or revision. We respectfully request that before DHRD creates any new classifications, they should eliminate those that are obsolete. This will start a paradigm shift needed to create a leaner and more nimble classification system. Other public sector employers have successfully reduced their classifications into consolidated job families where prospective employees can easily identify the occupational area in which they wish to work.

Thank you for the opportunity to testify in support of H.B. 1849, H.D. 1, S.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director