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February 23, 2016

**TESTIMONY TO THE
HOUSE COMMITTEE ON FINANCE**

For Hearing on Wednesday, February 24, 2016
3:00 p.m., Conference Room 308

**JAMES K. NISHIMOTO
DIRECTOR**

**House Bill No. 1849, HD 1
Relating to Hiring**

TO CHAIRPERSON LUKE, VICE CHAIRPERSON NISHIMOTO AND MEMBERS OF
THE COMMITTEE:

The purpose of H.B. 1849, HD 1 is to create a three-year reclassification and recruitment pilot program within the Department of Human Resources Development (DHRD) to expedite the recruitment and hiring process for positions that require a higher education degree or other expertise. The bill also authorizes DHRD to hire five full-time recruitment and reclassification specialists for the duration of the pilot program.

It appears that the intent of H.B. 1849, HD1 is create a three-year reclassification and recruitment pilot program to allow the State to efficiently fill vacant positions through an active recruitment and placement process for hard-to-fill vacancies. While DHRD **supports the intent** of H.B. 1849, HD 1, DHRD is concerned regarding the provision in the bill that, “The pilot program will focus on positions that are the subject of ongoing recruitment and will be limited to positions where the stated minimum qualifications include a higher education degree or require an expertise that makes the position difficult to fill.” Specifically, it is not clear why the bill includes the limitation of, “... where the stated minimum qualifications include a higher education degree...,” as allowances are made to accept equivalent training and experience in lieu of a degree. Furthermore, there may be some hard-to-fill vacancies that are technical in nature and may not

require “a higher education degree.” Therefore, it may be more appropriate to focus this pilot recruitment and placement process on “hard-to-fill” vacancies.

Thank you for the opportunity to offer comments on this measure.

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, February 24, 2016 5:31 AM
To: FINTestimony
Cc: zabal7@upwhawaii.org
Subject: Submitted testimony for HB1849 on Feb 24, 2016 15:00PM
Attachments: Testimony HB1849, HD1 Hiring.docx



HB1849

Submitted on: 2/24/2016

Testimony for FIN on Feb 24, 2016 15:00PM in Conference Room 308

Submitted By	Organization	Testifier Position	Present at Hearing
Al Lardizabal	United Public Workers	Oppose	No

Comments:

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HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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The Twenty-Eighth Legislature, State of Hawaii
House of Representatives
Committee on Finance

LATE

Testimony by
Hawaii Government Employees Association

February 24, 2016

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

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the purpose and intent of H.B. 1849, H.D. 1, which creates a three-year reclassification and hiring pilot program within the Department of Human Resources Development (DHRD) to streamline the recruitment and hiring process for positions that require a higher education degree or other expertise. H.B. 1849, H.D. 1 will also provide needed funds for DHRD to hire five 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.

Before DHRD creates any new classifications, they should eliminate those that are obsolete. This will start a paradigm shift needed to create a leaner 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.

Finally, besides working with individual departments to revise position descriptions, DHRD should make a concerted effort to revise the class specifications that form the basis for the position descriptions. Thank you for the opportunity to testify in support of H.B. 1849, H.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director