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GOVERNOR



STATE OF HAWAII
DEPARTMENT OF TRANSPORTATION
869 PUNCHBOWL STREET
HONOLULU, HAWAII 96813-5097

March 15, 2016
9:00 a.m.
State Capitol, Room 016

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

Senate Committee on Judiciary and Labor

The Department of Transportation (DOT) **supports** H.B. 1849, H.D.1 that creates “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.”

The DOT has been experiencing difficulty in filling positions that require transportation expertise such as Assistant Airport Superintendent for Security and Airport Operations Controller, which are unique to our Airports Division. We hope that this pilot project will result in filling these and other hard-to-fill positions in the DOT.

Thank you for the opportunity to provide testimony.

Testimony by:

FORD N. FUCHIGAMI
DIRECTOR

Deputy Directors
JADE T. BUTAY
ROSS M. HIGASHI
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IN REPLY REFER TO:



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

LATE TESTIMONY

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The Twenty-Eighth Legislature, State of Hawaii
The Senate
Committee on Judiciary and Labor

Testimony by
Hawaii Government Employees Association

March 15, 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 There are simply too many job classifications and the class specifications that exist are often outdated and no longer describe actual duties and responsibilities.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