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IN REPLY REFER TO:

**STATE OF HAWAII**  
**DEPARTMENT OF TRANSPORTATION**  
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State Capitol, Room 211

**H.B. 2008, H.D.2, Proposed S.D.2**  
**RELATING TO PUBLIC EMPLOYMENT**

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The Department of Transportation (DOT) would like to provide **comment** on H.B. 2008, H.D. 2, Proposed S.D. 2.

With regard to part 76 (c) of the bill, we suggest adding a “difficult to fill” situation. Our recruitment efforts are often stalled due to lack of qualified applicants, because they are not the right fit in the unit with the vacancy, or there is a lack of labor supply in the particular area.

For example, our Rail Transit Safety & Security Office head, and the Assistant Airport Superintendent for Security and Airport Operations Controller positions are unique to the DOT. There are no positions like these in the State. Applicants must bring in unique experiences into the job.

Because there may be lack of applicants who qualify, we often times reduce our qualification criteria, which means we will take even longer in filling the vacancy or finding the right person among many applicants. While we do so, our 89-day employees partially fill the void. They may have some skill or experience that can help perform some aspect of the work of the vacant position.

Thank you for the opportunity to provide testimony.