

# HCR137

REQUESTING THE AUDITOR TO CONDUCT A  
PERFORMANCE AUDIT OF THE DEPARTMENT OF  
AGRICULTURE'S HIRING PROCESS.

AGR, LAB

# HCR137



Submit Testimony

**Measure Title:** REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE AUDIT OF THE DEPARTMENT OF AGRICULTURE'S HIRING PROCESS.

**Report Title:** Department of Agriculture; Hiring Process; Performance Audit

**Description:**

**Companion:** [HR86](#)

**Package:** None

**Current Referral:** AGR, LAB

**Introducer(s):** LOPRESTI, HOLT, LUKE, Creagan, DeCoite, Gates, Ing, Johanson, Nakashima, Thielen

<a href="#">Sort by Date</a>		Status Text
3/10/2017	H	Offered
3/14/2017	H	Referred to AGR, LAB, referral sheet 30
3/20/2017	H	Resolution scheduled to be heard by AGR on Wednesday, 03-22-17 9:30AM in conference room 312.
3/20/2017	H	Broadcast of hearing/briefing available. See: <a href="http://www.capitoltv.org">www.capitoltv.org</a>
3/22/2017	H	The committees on AGR recommend that the measure be PASSED, UNAMENDED. The votes were as follows: 7 Ayes: Representative(s) Creagan, DeCoite, Gates, Ing, LoPresti, Takayama, Thielen; Ayes with reservations: none; Noes: none; and Excused: none.
3/29/2017	H	Reported from AGR (Stand. Com. Rep. No. 1417), recommending referral to LAB.
3/29/2017	H	Report adopted; referred to the committee(s) on LAB with none voting aye with reservations; none voting no (0) and Representative(s) Aquino, Oshiro, Say, Thielen excused (4).
3/30/2017	H	Resolution scheduled to be heard by LAB on Tuesday, 04-04-17 10:00AM in conference room 309.

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# HOUSE CONCURRENT RESOLUTION

REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE AUDIT OF THE  
DEPARTMENT OF AGRICULTURE'S HIRING PROCESS.

1           WHEREAS, the Department of Agriculture works to support,  
2 enhance, promote, and protect Hawaii's agriculture and  
3 aquaculture industries; creates and maximizes opportunities for  
4 product export; facilitates the development of existing and new  
5 agricultural commodities and by-products; and works to prevent  
6 the introduction and establishment of plants, animals, and  
7 diseases that are detrimental to the State's agricultural sector  
8 and the environment; and

9  
10           WHEREAS, these necessary, vital, and important objectives  
11 are carried out by 240 Department of Agriculture employees  
12 statewide; and

13  
14           WHEREAS, the Department of Agriculture reported to the  
15 Legislature in 2017 that as of November 30, 2016, there existed  
16 92 vacant employee positions; and

17  
18           WHEREAS, these vacancies have a direct, adverse impact on  
19 the Department of Agriculture's ability to carry out its  
20 objectives; and

21  
22           WHEREAS, the Department of Agriculture has indicated that  
23 these positions remain vacant because of obstacles or  
24 difficulties in its hiring process; now, therefore,

25  
26           BE IT RESOLVED by the House of Representatives of the  
27 Twenty-ninth Legislature of the State of Hawaii, Regular Session  
28 of 2017, the Senate concurring, that the Auditor is requested to  
29 conduct a performance audit of the Department of Agriculture's  
30 hiring process for fiscal years 2015-2016 and 2016-2017; and



# H.C.R. NO. 137

1 BE IT FURTHER RESOLVED that the Auditor is requested to  
2 include in the audit:

3  
4 (1) Evaluations of the hiring process and any related  
5 personnel actions at the Department of Agriculture;  
6 and  
7

8 (2) Recommendations, including when it may be appropriate  
9 to expedite the hiring of employees, reduce the number  
10 of vacant positions, or eliminate unneeded positions;  
11 and  
12

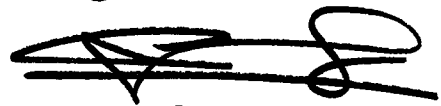
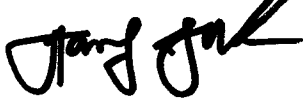
13 BE IT FURTHER RESOLVED that the Auditor is requested to  
14 report the Auditor's findings and recommendations to the  
15 Legislature no later than 20 days prior to the convening of the  
16 Regular Session of 2018; and  
17

18 BE IT FURTHER RESOLVED that certified copies of this  
19 Concurrent Resolution be transmitted to the Governor,  
20 Chairperson of the Board of Agriculture, and Auditor.  
21  
22  
23

OFFERED BY:



Richard Bryan  
Lynn DeLoitte  
Al Pitt  
Guthrie Thelen  
Buckelmann  
[unclear]



MAR 10 2017



DAVID Y. IGE  
Governor

SHAN S. TSUTSUI  
Lt. Governor



SCOTT E. ENRIGHT  
Chairperson, Board of Agriculture

PHYLLIS SHIMABUKURO-GEISER  
Deputy to the Chairperson

State of Hawaii  
**DEPARTMENT OF AGRICULTURE**  
1428 South King Street  
Honolulu, Hawaii 96814-2512  
Phone: (808) 973-9600 FAX: (808) 973-9613

**TESTIMONY OF SCOTT E. ENRIGHT  
CHAIRPERSON, BOARD OF AGRICULTURE**

**BEFORE THE HOUSE COMMITTEE ON LABOR**

**APRIL 4, 2017  
10:00 A.M.  
CONFERENCE ROOM 309**

**HOUSE CONCURRENT RESOLUTION NO. 137/HOUSE RESOLUTION NO. 86  
REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE AUDIT OF THE  
DEPARTMENT OF AGRICULTURE'S HIRING PROCESS**

Chairperson Johanson and Members of the Committee:

Thank you for the opportunity to testify on H.C.R. No. 137/H.R. 86 requesting the Auditor to conduct a performance audit of the Department of Agriculture's hiring process for fiscal years 2015-2016 and 2016-2017. The Department offers comments on this measure.

We are open to an independent evaluation of our hiring process and any recommendations to expedite the hiring of employees, reduce the number of vacant positions, or eliminate unneeded positions. The Department agrees that vacant positions have a direct, adverse impact on our ability to carry out our objectives and have diligently worked over the last several years to streamline our hiring processes and efficiently fill our vacancies. As a result, in calendar year 2016, the Department filled 56 positions which is approximately 20 more than each of the previous four (4) calendar years (CY2015, CY2014, CY2013 and CY2012). We are constantly seeking improvement and are willing to accept any feedback on how to further improve our current procedures and practices to achieve full staffing quicker.

If an audit is deemed necessary, we are willing to cooperate with the Auditor to compile documents and metrics for information requests, be available for fact gathering



interviews, and respond to any related follow up questions or meetings. However, the time and effort dedicated to facilitate the audit, while it may be time well spent, will significantly detract from the Department's current priority to recruit and fill vacant positions as quickly as possible.

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



**From:** mailinglist@capitol.hawaii.gov  
**Sent:** Friday, March 31, 2017 11:29 AM  
**To:** LABtestimony  
**Cc:** cathyg@animalrightshawaii.org  
**Subject:** \*Submitted testimony for HCR137 on Apr 4, 2017 10:00AM\*

**HCR137**

Submitted on: 3/31/2017

Testimony for LAB on Apr 4, 2017 10:00AM in Conference Room 309

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Cathy Goeggel	Animal Rights Hawai'i	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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# HCR 137

Late Testimony