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**TESTIMONY TO THE
SENATE COMMITTEE ON WAYS AND MEANS**

For Hearing on Wednesday, February 21, 2018
10:10 a.m., Conference Room 211

BY

RYKER WADA
INTERIM DIRECTOR

Senate Bill No. 3100
Relating to the Structure of Government

TO CHAIRPERSON DELA CRUZ, CHAIRPERSON KEITH-AGARAN, AND MEMBERS
OF THE COMMITTEE:

The purpose of Senate Bill No. 3100 is to consolidate the Department of Budget and Finance and the Department of Human Resources Development into the Department of Budget, Finance, and Human Resources.

The Department of Human Resources Development (DHRD) appreciates the intent of but **strongly opposes** this measure because it will diminish the Administration's effectiveness of providing leadership in human resource matters throughout the State. DHRD is responsible for overseeing consistency in the administration of personnel laws, rules, policies and programs regarding recruitment, selection, compensation, and employee rights and benefits; representing the State in collective bargaining and labor relations matters; and administering the State's self-

insured workers' compensation program. If the human resources function is transferred to the Department of Budget and Finance, which has its own separate and distinct functional responsibilities, human resource issues of importance to the departments as a whole may not receive the priority and immediate attention they deserve.

Through time, the Legislature, the Governor and the Administration have always placed a high value on its greatest resources – its employees - by recognizing human resources as a cabinet post. They have relied heavily on the expertise and advice of principal staff agencies such as DHRD to address administrative issues on a statewide basis. Having a cabinet level department dedicated to this critical function for all departments of the Executive Branch will ensure consistency and uniformity in the application of human resources laws, rules, policies, and procedures.

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