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February 17, 2017

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

For Hearing on Tuesday, February 21, 2017  
10:05 a.m., Conference Room 211

By

JAMES K. NISHIMOTO  
DIRECTOR

**Senate Bill No. 714**  
**Relating to Job Training**

CHAIRPERSON TOKUDA AND VICE CHAIR DELACRUZ AND MEMBERS OF THE  
SENATE COMMITTEE ON WAYS AND MEANS:

The Department of Human Resources Development ("DHRD") **HAS CONCERNS** with, but **APPRECIATES THE INTENT** of S.B. 714, which establishes a pilot program where supervisor candidates can shadow supervisors and receive supervisory and leadership training.

The guidelines set down in the proposed legislature may have impacts on the Merit Principle and related Collective Bargaining Agreements as set forth by statute.

Thank you for the opportunity to testify on this measure.



STATE OF HAWAII  
DEPARTMENT OF HUMAN SERVICES  
P. O. Box 339  
Honolulu, Hawaii 96809-0339

February 21, 2017

TO: The Honorable Senator Jill N. Tokuda, Chair  
Senate Committee on Ways and Means

FROM: Pankaj Bhanot, Director

SUBJECT: **SB 714 SD 1 – RELATING TO JOB TRAINING**

Hearing: Tuesday, February 21, 2017, 10:05 a.m.  
Conference Room 211, State Capitol

**DEPARTMENT'S POSITION:** The Department of Human Services (DHS) supports the intent of this measure which is to promote and facilitate succession planning through a job shadowing pilot project administered by the Department of Human Resources Development (DHRD), and provides comments. DHS defers to DHRD regarding implementation and other issues DHRD identifies.

**PURPOSE:** The purpose of the bill is to enable existing state employees a chance to train for promotional opportunities prior to the retirement of the incumbent. Although DHS is supportive of this measure, it is anticipated that there may be challenges related to the selection of job shadowing candidates in light of collective bargaining concerns related to pre-selection of candidates. With that in mind, we would also support a pilot project to enable departments to recruit and fill select positions up to 6 months prior to the separation of the retiring incumbent, subject to available funding. We understand the State of Oregon has a successful "dual hire" program.

Thank you for the opportunity to testify on this bill.



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**

AFSCME Local 152, AFL-CIO

**RANDY PERREIRA**, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Twenty-Ninth Legislature, State of Hawaii  
The Senate  
Committee on Ways and Means

Testimony by  
Hawaii Government Employees Association

February 21, 2017

**S.B. 714, S.D. 1 – RELATING TO JOB TRAINING**

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO conceptually supports the intent of S.B. 714, S.D. 1 which establishes a pilot program where employees can shadow supervisors and receive supervisory and leadership training.

The projected number of eligible retirees within state government is staggering and will have a dramatic impact on services therefore steps must be taken now to better prepare the next generation of employees. As written, S.B. 714, S.D. 1 creates a pilot program to enable existing employees to shadow and train for supervisory positions, however there are no specific criteria for the selection of the departmental program, supervisor candidates, shadow supervisors, or the shadowing program. While we can conceptually support this measure to encourage dialogue about succession planning, we respectfully request that prior to implementation, the Employer consult with the Exclusive Representatives to ensure equal opportunities for the state's entire workforce, and not just a select few.

Thank you for the opportunity to testify in support of the measure.

Respectfully submitted,

Randy Perreira  
Executive Director