

SCR 22

SD-1

**REQUESTING THE
ESTABLISHMENT OF A
WORKING GROUP TO
IDENTIFY BARRIERS TO
IMPROVING STATE'S
HIRING PROCESSES**

SENATE CONCURRENT RESOLUTION

REQUESTING THE ESTABLISHMENT OF A WORKING GROUP TO IDENTIFY
BARRIERS TO IMPROVING THE STATE'S HIRING PROCESSES.

1 WHEREAS, Hawaii's unemployment rate is two percent, the
2 lowest in the nation; and
3

4 WHEREAS, due to the low unemployment rate in Hawaii,
5 executive agencies are experiencing difficulties attracting
6 qualified applicants and retaining experienced employees; and
7

8 WHEREAS, the shortage of employees is particularly
9 significant at the mid-management level due to numerous
10 retirements; and
11

12 WHEREAS, requiring executive agencies to follow the various
13 procedures required by the Department of Human Resources
14 Development to inform the public of state job opportunities has
15 hindered their ability to quickly fill vacant positions; now,
16 therefore,
17

18 BE IT RESOLVED by the Senate of the Twenty-ninth
19 Legislature of the State of Hawaii, Regular Session of 2018, the
20 House of Representatives concurring, that the Director of
21 Finance is requested to establish a working group to identify
22 barriers to improving the State's hiring processes; and
23

24 BE IT FURTHER RESOLVED that the working group shall
25 comprise the following members:
26

- 27 (1) The Director of Finance, who shall serve as chair;
28
29 (2) The Director of Human Resources Development;
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31 (3) The Superintendent of Education;
32



1 (4) The President of the University of Hawaii; and

2
3 (5) The Director of Labor and Industrial Relations; and

4
5 BE IT FURTHER RESOLVED that the Director of Finance shall
6 invite individuals representing the following organizations to
7 become members of the working group:

8
9 (1) Society for Human Resource Management Hawaii Chapter;
10 and

11
12 (2) Hawaii Government Employees Association; and

13
14 BE IT FURTHER RESOLVED that the working group is also
15 requested to analyze:

16
17 (1) Whether combining the Department of Human Resources
18 Development with the Department of Budget and Finance
19 would improve the State's hiring processes and produce
20 cost savings; and

21
22 (2) The feasibility of authorizing any executive agency to
23 proceed with direct hiring for any positions; and

24
25 BE IT FURTHER RESOLVED that the working group is requested
26 to submit a report of its findings and recommendations,
27 including any proposed legislation, to the Legislature no later
28 than twenty days prior to the convening of the Regular Session
29 of 2019; and

30
31 BE IT FURTHER RESOLVED that certified copies of this
32 Concurrent Resolution be transmitted to the Director of Finance;
33 Director of Human Resources Development; Chairperson of the
34 Board of Education; Superintendent of Education; President of
35 the University of Hawaii; Director of Labor and Industrial
36 Relations; President of the Society for Human Resource
37 Management Hawaii Chapter; and Executive Director of the Hawaii
38 Government Employees Association.



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TESTIMONY

DAVID Y. IGE
GOVERNOR



RYKER WADA
INTERIM DIRECTOR

JASON MINAMI
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES
DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

April 11, 2018

TESTIMONY TO THE
HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT

For Hearing on Thursday, April 12, 2018
11:30 a.m., Conference Room 309

BY

RYKER WADA
INTERIM DIRECTOR

Senate Concurrent Resolution No. 22, S.D. 1
Requesting the establishment of a working group to identify barriers to improving
the state's hiring processes

TO CHAIRPERSON JOHANSON, VICE CHAIR HOLT AND MEMBERS OF THE
COMMITTEE:

SCR 22 SD1 requests that the Director of Finance establish a working group to identify barriers to improving the State's hiring processes to address the difficulties executive agencies experience to attract qualified applicants and retain experienced employees and in anticipation of impending retirements. The Department of Human Resources Development (DHRD) supports the intent of this resolution and offers comments.

DHRD is responsible for overseeing consistency and uniformity in the administration of personnel laws, rules, policies and programs regarding recruitment, selection, compensation, and employee rights and benefits, as well as representing the State in collective bargaining and labor relations matter and administering the State's self-insured workers' compensation program. In doing so, DHRD endeavors to adhere to the Merit principle and remain in compliance with applicable collective bargaining agreements and grievance awards.

DHRD is keenly aware of the challenges in attracting, hiring and retaining qualified employees, as well as the possibility of coming retirements affecting the operations of State government.

DHRD understands that existing processes which are designed to ensure consistency and fairness in the hiring process and compliance with applicable laws, rules, policies, and procedures may at times be construed to unnecessarily prolong the hiring process. DHRD is currently evaluating existing hiring processes and procedures to identify inefficiencies and to remedy these inefficiencies with new and innovative solutions. DHRD is also currently exploring avenues to provide executive departments with wider authority, discretion, and involvement in the hiring process. DHRD is concerned, however, that without proper oversight from a broad, state-wide perspective, direct hire authority granted to the respective executive departments may have the unintended consequence of inconsistent application and administration of personnel laws, rules, agreements, and awards. That said, DHRD welcomes input from the executive departments and other stakeholders on ways to improve the hiring process while adhering to the Merit principle and remaining in compliance with existing laws, rules, agreements, and awards.

During the current Legislative Session DHRD in conjunction with other Executive departments has begun an analysis of possible efficiencies and cost savings that might be gained by combining DHRD with the Department of Budget and Finance. Should this working group be initiated DHRD will commit to continue to analyze this issue.

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

SCR-22-SD-1

Submitted on: 4/11/2018 7:58:51 AM

Testimony for LAB on 4/12/2018 11:30:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Melodie Aduja	Oahu County Committee on Legislative Priorities of the Democratic Party of Hawai'i	Support	No

Comments:

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LATE
TESTIMONY

DAVID Y. IGE
GOVERNOR

DOUGLAS S. CHIN
LIEUTENANT GOVERNOR



LEONARD HOSHIJO
DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**

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LATE

April 12, 2018

To: The Honorable Aaron Ling Johanson, Chair,
The Honorable Daniel Holt, Vice-Chair, and
Members of the House Committee on Labor and Public Employment

Date: Thursday, April 12, 2018

Time: 11:30 a.m.

Place: Conference Room 309, State Capitol

From: Leonard Hoshijo, Director
Department of Labor and Industrial Relations (DLIR)

**SCR22 SD1 REQUESTING THE ESTABLISHMENT OF A WORKING GROUP TO
IDENTIFY BARRIERS TO IMPROVING THE STATE'S HIRING PROCESSES**

The Department does share some of the concerns outlined in SCR22 SD1. However, the DLIR is one of the regular line departments and not involved in executive-wide hiring issues, therefore, DLIR requests removal from the measure.

If the DLIR is not removed, DLIR requests allowing the Director to designate other persons to serve on the working group. If this measure is enacted and a working group formed, the Administrative Service & Human Resources Offices would assist the Director's work in the group.

DLIR has some apprehensions about the effect on these units' workload in the short term if they were to participate in the working group.



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
House of Representatives
Committee on Labor and Public Employment

LATE

Testimony by
Hawaii Government Employees Association

April 12, 2018

S.C.R. 22, S.D. 1 – REQUESTING THE ESTABLISHMENT
OF A WORKING GROUP TO IDENTIFY BARRIERS TO
IMPROVING THE STATE'S HIRING PROCESSES

Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO conceptually supports the purpose of S.C.R. 22, S.D. 1 which requests the establishment of a working group to identify barriers to improving the State's hiring processes. However, we have taken no position on combining the Department of Human Resources Development with the Department of Budget and Finance.

We appreciate the opportunity to formally have a seat at the table to discuss barriers and ways to improve the State's hiring processes. While we have long fought and advocated for competitive salaries and benefit packages, the first critical step in the hiring process is ensuring that the right candidates are recruited for the right positions, and if there is a match, for the position to be filled quickly. In order for government to draw the best talent, it must be competitive with the private sector.

Thank you for the opportunity to provide testimony on S.C.R. 22, S.D. 1.

Respectfully submitted,

Randy Perreira
Executive Director