



EXECUTIVE CHAMBERS  
HONOLULU

DAVID Y. IGE  
GOVERNOR

Testimony of **Ford Fuchigami**  
Administrative Director, Office of the Governor

Before the  
**House Committee on Labor & Public Employment**  
February 12, 2019  
9:10 a.m., Conference Room 309

In consideration of  
**House Bill No. 867, HD1**  
**RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**

Chair Johanson, Vice Chair Eli, and committee members:

Thank you for the opportunity to provide comments in Support for **House Bill 867 HD1** which establishes the Chief Recruitment Officer position within the Department of Human Resources Development.

Currently, the State has a large number of vacancies in a variety of positions across all of its departments. Although there has been active recruitment, many departments are losing key employees to retirement and the private sector. This dilemma has put the State in a position where immediate attention is required to ensure that qualified staff can be hired to transition our aging workforce and create stability in government for future generations. The establishment of the Chief Recruitment Officer position will help facilitate the recruitment process for civil service positions to guarantee the continued support of critical government functions.

We defer specific comments to testimony submitted separately by the Department of Human Resources Development.

We appreciate your attention and will be available to answer your questions, should you have any at this time.

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

February 11, 2019

**TESTIMONY TO THE**  
**HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT**

For Hearing on Tuesday, February 12, 2019  
9:10 a.m., Conference Room 309

BY

RYKER WADA  
DIRECTOR

**House Bill No. 867, House Draft 1**  
**Relating to the Department of Human Resources Development**

TO CHAIR JOHANSON, VICE CHAIR ELI, AND MEMBERS OF THE COMMITTEE:

The purpose of House Bill No. 867, House Draft 1 is to establish a Chief Recruitment Officer position within the Department of Human Resources Development (DHRD) to facilitate and expedite the hiring and recruitment for civil service positions within DHRD's jurisdiction. The Chief Recruitment Officer shall also have the authority to abolish or reclassify vacant civil service positions, subject to notice to the Legislature.

DHRD is in strong support of the intent of this bill and offers the following comments. DHRD recognizes and is in total agreement with the Legislature that it is in the State's best interest to support critical government functions with the most talented and qualified staff. DHRD also recognizes that persistent vacancies in various state departments and agencies is a problem that requires immediate attention and is grateful to the Legislature for including DHRD in the process to find a thoughtful and

meaningful solution to assist departments and agencies with addressing this important issue.

Given the degree of responsibility and reporting structure directly to the DHRD Director, DHRD recommends that the Chief Recruitment Officer position title be amended to "Administrative Assistant" to the DHRD Director to be consistent with Chapter 76-16, Hawaii Revised Statutes. DHRD remains open and willing to engage in further discussion regarding the specific duties and authority assigned to this new position to appropriately and expediently address the persistent vacancy issue amongst various departments and agencies.

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

DAVID Y. IGE  
Governor

JOSH GREEN  
Lt. Governor



PHYLLIS SHIMABUKURO-GEISER  
Acting Chairperson  
Board of Agriculture

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

TESTIMONY OF THE DEPARTMENT OF AGRICULTURE  
BEFORE THE HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

FEBRUARY 12, 2019  
9:10 A.M.  
CONFERENCE ROOM 309

HOUSE BILL NO. 867 HD1  
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

Chairperson Johanson and Members of the Committee:

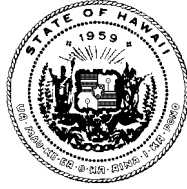
Thank you for the opportunity to testify on House Bill 867 HD1 that establishes a chief recruitment officer with the Department of Human Resources Development (DHRD) to facilitate and expedite the hiring and recruitment for civil service positions. This officer will also have the ability to reclassify or abolish vacant positions. The Department supports the intent of this measure and offers comments.

The Department supports the efforts to streamline the recruitment of civil service positions within DHRD. Specialized positions across the Department are some of the most difficult to recruit and maintain, especially while the State is at extremely low unemployment rates and other opportunities arise with higher compensation. We look forward to working with this new position within DHRD in addressing the Department's vacant positions.

Thank you for the opportunity to comment on this measure.



DAVID Y. IGE  
GOVERNOR



**LATE**

PANKAJ BHANOT  
DIRECTOR

CATHY BETTS  
DEPUTY DIRECTOR

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

February 11, 2019

TO: The Honorable Representative Aaron Ling Johanson, Chair  
House Committee on Labor and Employment

FROM: Pankaj Bhanot, Director

SUBJECT: **HB867 HD1 - RELATING TO THE DEPARTMENT OF HUMAN RESOURCES  
DEVELOPMENT**

Hearing: Tuesday, February 12, 2019, 9:10 a.m.  
Conference Room 309, State Capitol

**DEPARTMENT'S POSITION:** The Department of Human Services (DHS) supports the intent of this measure.

**PURPOSE:** The purpose of this bill is to establish a Chief Recruitment Officer position exempt from chapter 76, Hawaii Revised Statutes, within the Department of Human Resources Development to facilitate and expedite the hiring and recruitment for civil service positions.

DHS supports and agrees with the Legislature that more resources are needed to support this important government function. DHS also encourages the Legislature to support more innovative ways of recruiting for and filling position vacancies.

DHS has concerns, however, with granting the proposed Chief Recruitment Officer authority to abolish or reclassify vacant civil service positions, subject to notice to the Legislature.

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

AN EQUAL OPPORTUNITY AGENCY

DAVID Y. IGE  
GOVERNOR



ARTHUR J. LOGAN  
MAJOR GENERAL  
ADJUTANT GENERAL

KENNETH S. HARA  
BRIGADIER GENERAL  
DEPUTY ADJUTANT GENERAL

STATE OF HAWAII  
**DEPARTMENT OF DEFENSE**  
OFFICE OF THE ADJUTANT GENERAL  
3949 DIAMOND HEAD ROAD  
HONOLULU, HAWAII 96816-4495

STATE OF HAWAII  
DEPARTMENT OF DEFENSE

TESTIMONY ON HOUSE BILL 867 HD1  
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

PRESENTATION TO  
THE SENATE COMMITTEE ON WAYS AND MEANS

BY

MAJOR GENERAL ARTHUR LOGAN  
ADJUTANT GENERAL  
AND DIRECTOR OF STATE EMERGENCY MANAGEMENT AGENCY  
FEBRUARY 11, 2019

Chair Aaron Ling Johanson, Vice Chair Stacelynn K.M. Eli and the Members of the Committee on Labor Relations:

I am Major General Arthur Logan, Adjutant General and Director of the State Emergency Management Agency. I am providing written testimony for House Bill 867 HD 1.

The department supports establishing a Chief Recruitment Officer position to address state government vacancy issues.

Thank you for the opportunity to provide written testimony for House Bill 867 HD 1.



**LATE**

DAVID Y. IGE  
GOVERNOR  
MIKE MCCARTNEY  
DIRECTOR

**DEPARTMENT OF BUSINESS,  
ECONOMIC DEVELOPMENT & TOURISM**

No. 1 Capitol District Building, 250 South Hotel Street, 5th Floor, Honolulu, Hawaii 96813  
Mailing Address: P.O. Box 2359, Honolulu, Hawaii 96804  
Web site: [www.hawaii.gov/dbedt](http://www.hawaii.gov/dbedt)

Telephone: (808) 586-2355  
Fax: (808) 586-2377

Written Statement of  
**MIKE MCCARTNEY**  
Director

Department of Business, Economic Development, and Tourism  
before the  
**HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT**

Tuesday, February 12, 2019  
9:10 AM  
State Capitol, Conference Room 309

In consideration of  
**HB 867, HD1**  
**RELATING TO DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT.**

Chair Johanson, Vice Chair Eli and members of the Committee.

The Department of Business, Economic Development and Tourism (DBEDT) supports HB 867, HD1, which establishes a Chief Recruitment Officer position within the Department of Human Resources Development.

DBEDT believes that having a Chief Recruitment Officer position will facilitate and expedite the hiring and recruitment of civil service positions. This position would also have the authority to reclassify and abolish vacant positions within State departments. As technology changes and programs evolve, the need for departments to be able to reclassify positions based on the current needs of the department are essential. The need to make these changes should be done expeditiously. Having a concentrated person to work on these issues will be of value to all departments.

DBEDT defers to DHRD on any recommendations they may have in order to facilitate this measure.

Thank you for the opportunity to testify.

DAVID Y. IGE  
GOVERNOR



**LATE**

CURT T. OTAGURO  
COMPTROLLER  
AUDREY HIDANO  
DEPUTY COMPTROLLER

**STATE OF HAWAII**  
**DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES**  
P.O. BOX 119, HONOLULU, HAWAII 96810-0119

TESTIMONY OF  
CURT T. OTAGURO, COMPTROLLER  
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES  
BEFORE THE  
HOUSE COMMITTEE ON  
ON  
FEBRUARY 12, 2019, 9:10 A.M.  
CONFERENCE ROOM 309, STATE CAPITOL

H.B. 867 H.D.1  
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

Chairs Johanson, Vice Chair Eli, and Members of the Committees, thank you for the opportunity to testify on H.B. 867 H.D.1.

The Department of Accounting and General Services (DAGS) supports H.B.867 H.D.1 to establish a Chief Recruitment Officer position within the Department of Human Resource Development (DHRD) to facilitate and expedite the hiring and recruitment for civil service positions within DHRD's jurisdiction.

DAGS supports the intent this bill and offers the following comments:

1. It is in the State's best interest to support critical government functions with the most talented and qualified staff.
2. This will help with filling vacancies that require immediate attention.

Thank you for the opportunity to testify on this matter.



DAVID Y. IGE  
GOVERNOR



**LATE**

DOUGLAS MURDOCK  
CHIEF INFORMATION  
OFFICER

**OFFICE OF ENTERPRISE TECHNOLOGY SERVICES**

P.O. BOX 119, HONOLULU, HI 96810-0119  
Ph: (808) 586-6000 | Fax: (808) 586-1922  
ETS.HAWAII.GOV

Testimony of  
DOUGLAS MURDOCK  
Chief Information Officer  
Enterprise Technology Services

Before the  
HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT  
Tuesday, February 12, 2019

HOUSE BILL No. 867, HD1  
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

Dear Chair Johanson, Vice Chair Eli, and members of the committee:

The Office of Enterprise Technology Services (ETS) is in strong support of the intent of this bill to establish a Chief Recruitment Officer position within the Department of Human Resources Development (DHRD) to facilitate and expedite the hiring and recruitment for civil service positions within DHRD's jurisdiction, and also has the authority to abolish or reclassify vacant civil service positions, with Legislative concurrence.

ETS offers these comments. As technology positions are among the most difficult to fill due to the highly competitive nature of that profession and the scarcity of fully qualified applicants, ETS fully supports initiatives, such as these, which will help to attract and to retain the critical staff talent in the State's core IT workforce. ETS hopes this Chief Recruitment Officer position will also help all departments to address and reduce their high vacancy counts.

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

DAVID Y. IGE  
GOVERNOR



**TESTIMONY BY:**

JADE T. BUTAY  
DIRECTOR

Deputy Directors  
LYNN A.S. ARAKI-REGAN  
DEREK J. CHOW  
ROSS M. HIGASHI  
EDWIN H. SNIFFEN

**STATE OF HAWAII**  
**DEPARTMENT OF TRANSPORTATION**  
869 PUNCHBOWL STREET  
HONOLULU, HAWAII 96813-5097

February 12, 2019  
9:10 a.m.  
State Capitol, Room 309

**H.B. 867, H.D. 1**  
**RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT.**

House Committee on Labor and Public Employment

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The Department of Transportation (DOT) **supports** this bill. The Department of Human Resources Development (DHRD) has a Staffing Branch responsible for screening and referring qualified applicants to various departments, the Branch has no authority to abolish or reclassify vacant civil service positions. With such authority in the DHRD, departments like the DOT will result in programs making the filling of positions a top priority or risk the abolishment or reclassification of their positions.

Thank you for the opportunity to provide testimony.