

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 SENATE COMMITTEE ON LABOR, CULTURE, & THE ARTS

MARCH 12, 2019
2:45 P.M.
CONFERENCE ROOM 224

HOUSE BILL NO. 867 HD2
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

Chairperson Taniguchi and Members of the Committee:

Thank you for the opportunity to testify on House Bill 867 HD2 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

JOSH GREEN M.D.
LIEUTENANT GOVERNOR



LINDA CHU TAKAYAMA
DIRECTOR

DAMIEN A. ELEFANTE
DEPUTY DIRECTOR

**STATE OF HAWAII
DEPARTMENT OF TAXATION**

830 PUNCHBOWL STREET, ROOM 221

HONOLULU, HAWAII 96813

<http://tax.hawaii.gov/>

Phone: (808) 587-1540 / Fax: (808) 587-1560

Email: Tax.Directors.Office@hawaii.gov

To: The Honorable Brian T. Taniguchi, Chair
and Members of the Senate Committee on Labor, Culture and the Arts

Date: Tuesday, March 12, 2019
Time: 2:45 P.M.
Place: Conference Room 224, State Capitol

From: Linda Chu Takayama, Director
Department of Taxation

Re: H.B. 867, H.D. 2, Relating to the Department of Human Resources Development

The Department of Taxation (Department) supports H.B. 867, H.D. 2, and provides the following comments for your consideration. This measure establishes a Chief Recruitment Officer position within the Department of Human Resources Development. H.D. 2 has a defective effective date of January 1, 2050.

The Department believes this position will help in recruiting for positions that have been difficult to fill. Thank you for the opportunity to provide testimony in support of this measure.

DAVID Y. IGE
GOVERNOR



RODERICK K. BECKER
DIRECTOR

ROBERT YU
DEPUTY DIRECTOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

**STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE**

P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND
MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT (OFAM)

**TESTIMONY BY RODERICK K. BECKER
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS
ON
HOUSE BILL NO. 867, H.D. 2**

**March 12, 2019
2:45 p.m.
Room 224**

RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

House Bill No. 867, H.D. 2: establishes the position of Chief Recruitment Officer (CRO) within the Department of Human Resources Development (DHRD); provides that the CRO is appointed by and reports to the Director of DHRD; and authorizes the CRO to reclassify and abolish vacant positions within State departments under the jurisdiction of DHRD, subject to certain conditions.

The Department of Budget and Finance supports the intent of this measure to improve the effectiveness and efficiency of recruitment efforts, but has concerns with the authority of the CRO to abolish vacant positions. It should be noted that any action to abolish a vacancy in the Human Resource Management System (HRMS) would require subsequent action through the budget process to abolish the position budgetarily – although a position may be abolished within the HRMS, the position would technically remain authorized as part of a department's budget.

Finally, while the CRO may review and recommend vacant positions to be abolished, the actual and final authority to abolish vacant positions budgetarily is reserved exclusively to the Legislature.

Thank you for your consideration of our comments.



EXECUTIVE CHAMBERS
HONOLULU

DAVID Y. IGE
GOVERNOR

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

Before the
Senate Committee on Labor, Culture and the Arts
March 12, 2019
2:45 p.m., Conference Room 224

In consideration of
House Bill No. 867, HD2
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

Chair Taniguchi, Vice Chair Ihara, and committee members:

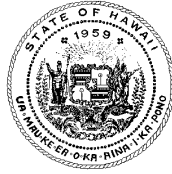
Thank you for the opportunity to provide comments in Support for **House Bill 867 HD2** which establishes the Chief Recruitment Officer position within the Department of Human Resources Development.

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.

Thank you for the opportunity to provide testimony.

DAVID Y. IGE
GOVERNOR



RYKER WADA
DIRECTOR

JASON MINAMI
DEPUTY DIRECTOR

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

March 11, 2019

TESTIMONY TO THE
SENATE COMMITTEE ON LABOR, CULTURE AND THE ARTS

For Hearing on Tuesday, March 12, 2019
2:45 p.m., Conference Room 224

BY

RYKER WADA
DIRECTOR

House Bill No. 867, House Draft 2
Relating to the Department of Human Resources Development

TO CHAIRPERSON TANIGUCHI, VICE CHAIR IHARA, AND MEMBERS OF THE
COMMITTEE:

The purpose of House Bill No. 867, House Draft 2 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



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

March 12, 2019
2:45 p.m.
State Capitol, Room 224

H.B. 867, H.D. 2
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT.

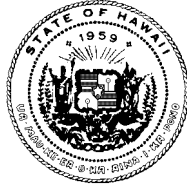
Senate Committee on Labor, Culture and the Arts

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.

DAVID Y. IGE
GOVERNOR



PANKAJ BHANOT
DIRECTOR

CATHY BETTS
DEPUTY DIRECTOR

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

March 11, 2019

TO: The Honorable Senator Brian T. Taniguchi, Chair
Senate Committee on Labor, Culture and The Arts

FROM: Pankaj Bhanot, Director

SUBJECT: **HB 867 HD2- RELATING TO THE DEPARTMENT OF HUMAN RESOURCES
DEVELOPMENT**

Hearing: March 12, 2019, 2:45 p.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