



EXECUTIVE CHAMBERS  
HONOLULU

DAVID Y. IGE  
GOVERNOR

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

Before the  
**Senate Committee on Ways and Means**  
March 28, 2019  
10:05 a.m., Conference Room 211

In consideration of  
**House Bill No. 867 HD2 SD1 Proposed SD2**  
**RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**

Chair Dela Cruz, Vice Chair Keith-Agaran, and committee members:

Thank you for the opportunity to provide comments in Support of **House Bill 867 HD2 SD1 Proposed SD2** which establishes an Administrative Assistant to the Director of Human Resource Development to serve as the Chief Recruitment Officer within the Department of Human Resources Development (DHRD). The new proposed draft also establishes a recruitment modernization program within DHRD to address recruitment problems faced by executive agencies and appropriates underspecified funding and positions to implement the program.

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 Administrative Assistant 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



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 WAYS AND MEANS  
ON  
HOUSE BILL NO. 867, H.D. 2, PROPOSED S.D. 2**

**March 28, 2019  
10:05 a.m.  
Room 211**

**RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**

House Bill No. 867, H.D. 2, Proposed S.D. 2: establishes the position of Administrative Assistant to the Director of Human Resources Development (Assistant) within the Department of Human Resources Development (DHRD); provides that the Assistant is appointed by and reports to the Director of DHRD; authorizes the Assistant to reclassify and abolish vacant positions within State departments under the jurisdiction of DHRD, subject to certain conditions; and provides an unspecified appropriation and number of positions to establish the Recruitment Modernization Program.

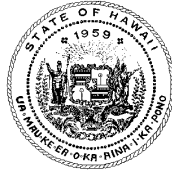
The Department of Budget and Finance supports the intent of this measure to improve the effectiveness and efficiency of recruitment efforts but has concerns with the authority of the Assistant to abolish vacant positions. It should be noted that any action to abolish a vacancy in the Human Resource Management 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 Assistant 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.

With respect to the Recruitment Modernization Program, the department takes no position and defers to DHRD regarding the implementation of this program.

Thank you for your consideration of our comments.

DAVID Y. IGE  
GOVERNOR



RYKER WADA  
DIRECTOR

DEPUTY DIRECTOR

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

March 28, 2019

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

For Hearing on Thursday, March 28, 2019  
10:05 a.m., Conference Room 211

BY

RYKER WADA  
DIRECTOR

**House Bill No. 867, H.D. 2, S.D. 1, Proposed S.D. 2**  
**Relating to the Department of Human Resources Development**

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

The purpose of House Bill No. 867, H.D. 2, S.D. 1, Proposed S.D. 2, is to:

(1) establish, for the purpose of facilitating and expediting the hiring and recruitment for civil service positions, an Administrative Assistant to the Director of Human Resources Development position exempt from Chapter 76, Hawaii Revised Statutes (HRS), within the Department of Human Resources Development (DHRD); (2) establish in DHRD, a recruitment modernization program to address employee recruitment problems faced by the State's executive departments; and (3) make an appropriation to establish the program and positions to implement the program.

DHRD is in **strong support** of the bill's intent 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.

DHRD appreciates the Legislature's recent actions in changing the proposed Chief Recruitment Officer position title to "Administrative Assistant" to be consistent with Chapter 76-16, HRS. ~~As DHRD has testified previously,~~ We remain 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.

~~As noted in our testimony on Senate Bill 166, S.D. 1,~~ DHRD also **strongly supports** the proposed intent and purpose of Part II, with amendments, as it will provide DHRD with the support and necessary resources to test, analyze, and implement solutions to the recruitment problems faced by the executive departments.

DHRD respectfully requests that PART II, SECTION 4, subsection (3)(B), lines 18-19 on page 8 be amended to read as follows:

“(B) [~~Customization~~] Exploration of [~~the department's~~] recruitment software to expedite hiring;”

Lastly, DHRD respectfully requests that additional positions and funds be appropriated out of the general revenues of the State of Hawaii to implement the program.

Thank you very much for the opportunity to provide testimony on this measure and we are extremely appreciative of your continued support.

DAVID Y. IGE  
Governor

JOSH GREEN  
Lt. Governor



PHYLLIS SHIMABUKURO-GEISER  
Chairperson, Board of Agriculture

GLENN K. MURANAKA  
Deputy to the Chairperson

State of Hawaii  
**DEPARTMENT OF AGRICULTURE**  
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**TESTIMONY OF PHYLLIS SHIMABUKURO-GEISER  
CHAIRPERSON, BOARD OF AGRICULTURE**

**BEFORE THE SENATE COMMITTEE ON WAYS & MEANS**

**MARCH 28, 2019  
10:05 A.M.  
CONFERENCE ROOM 211**

**HOUSE BILL NO. 867 HD2 Proposed SD2  
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**

Chairperson Taniguchi and Members of the Committee:

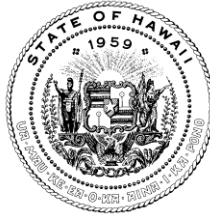
Thank you for the opportunity to testify on House Bill 867 HD2 Proposed SD2 that establishes the Administrative Assistant to the DHRD Director to serve as a chief recruitment officer to facilitate and expedite the hiring and recruitment for civil service positions. This officer will also have the ability to reclassify or abolish vacant positions. This measure also establishes a recruitment modernization program within DHRD. 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 testify on this measure.



DAVID Y. IGE  
GOVERNOR OF  
HAWAII



SUZANNE D. CASE  
CHAIRPERSON  
BOARD OF LAND AND NATURAL RESOURCES  
COMMISSION ON WATER RESOURCE MANAGEMENT

ROBERT K. MASUDA  
FIRST DEPUTY

M. KALEO MANUEL  
DEPUTY DIRECTOR - WATER

AQUATIC RESOURCES  
BOATING AND OCEAN RECREATION  
BUREAU OF CONVEYANCES  
COMMISSION ON WATER RESOURCE MANAGEMENT  
CONSERVATION AND COASTAL LANDS  
CONSERVATION AND RESOURCES ENFORCEMENT  
ENGINEERING  
FORESTRY AND WILDLIFE  
HISTORIC PRESERVATION  
KAHOOLAWE ISLAND RESERVE COMMISSION  
LAND  
STATE PARKS

STATE OF HAWAII  
DEPARTMENT OF LAND AND NATURAL RESOURCES

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Testimony of  
SUZANNE D. CASE  
Chairperson

Before the Senate Committee on  
WAYS AND MEANS

Thursday, March 28, 2019  
10:05 AM  
State Capitol, Conference Room 211

In consideration of  
**HOUSE BILL 867, HOUSE DRAFT 2, SENATE DRAFT 1, PROPOSED SENATE DRAFT 2  
RELATING TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**

House Bill 867, House Draft 2, Senate Draft 1, Proposed Senate Draft 2 proposes to: 1) Establish, for the purpose of facilitating and expediting the hiring and recruitment for civil service positions, the Administrative Assistant to the Director of Human Resources Development position exempt from Chapter 76, Hawaii Revised Statutes, within the Department of Human Resources Development (DHRD); 2) Establish in DHRD, a recruitment modernization program (program) to address employee recruitment problems faced by the State's executive departments; and 3) Make an appropriation to establish the program and positions to implement the program. **The Department of Land and Natural Resources' (Department) position and comments are restricted to PART II of this measure as it relates to establishing in the DHRD, a recruitment modernization program to address employee recruitment problems faced by the State's executive departments. The Department strongly supports PART II.**

The Department is one of five departments participating in DHRD's Pilot Program as part of its joint effort with DHRD in modernizing the State's recruitment program. By providing DHRD with additional resources, their staff will have the means and funding to support departments in their recruitment efforts.

Thank you for the opportunity to comment on this measure.



O'ahu County Democrats  
oahudemocrats.org



Aloha Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Ways and Means Committee,

**RE: HB867 HD2 SD1, Relating to the Dept. of Human Resources Development.**

The O'ahu County Democrats write in support of the proposed measure, House Bill 867, House Draft 2, Senate Draft 1.

We support the bill as it is expected to greater improve the hiring of positions within the State of Hawai'i civil service. These jobs are good for our workers, as they provide living wages, backed by the security provided by collective bargaining, and the other benefits that our union-brothers and sisters have obtained together. Unfilled positions create inefficiencies in government, lowering the efficacy of our tax dollars. Therefore, this measure is a good step in improving the State's efforts and our benefit as a society.

Again, we write in support of House Bill 867. We thank Representative Johanson for his introduction of the measure. We ask that the Committee vote 'aye' in support.

Respectfully,

Dylan P. Armstrong, Vice Chair  
O'ahu County Committee, O'ahu County Democrats