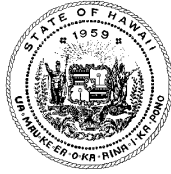


DAVID Y. IGE
GOVERNOR



RYKER WADA
DIRECTOR
JASON MINAMI
DEPUTY DIRECTOR

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

March 18, 2019

TESTIMONY TO THE
HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

For Hearing on Monday, March 19, 2019
9:30 a.m., Conference Room 309

BY

RYKER WADA
DIRECTOR

Senate Bill No. 166, Senate Draft 1
Relating to the State Budget

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

The purpose of Senate Bill No. 166, Senate Draft 1 is to establish in the Department of Human Resources Development (DHRD) a recruitment modernization program to address issues State departments are having with regard to recruitment.

DHRD **strongly supports** this measure, 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 Section 2, lines 18 – 19 on page 2 be amended to read as follows:

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

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

DAVID Y. IGE
GOVERNOR OF
HAWAII



**STATE OF HAWAII
DEPARTMENT OF LAND AND NATURAL RESOURCES**

POST OFFICE BOX 621
HONOLULU, HAWAII 96809

**Testimony of
SUZANNE D. CASE
Chairperson**

**Before the Senate Committee on
LABOR & PUBLIC EMPLOYMENT**

**Tuesday, March 19, 2019
9:30 AM
State Capitol, Conference Room 309**

**In consideration of
SENATE BILL 166, SENATE DRAFT 1
RELATING TO THE STATE BUDGET**

Senate Bill 166, Senate Draft 1 proposes to establish in the Department of Human Resources Development (DHRD) a recruitment modernization program to address employee recruitment problems faced by the State's executive departments. **The Department of Land and Natural Resources (Department) strongly supports this measure.**

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.

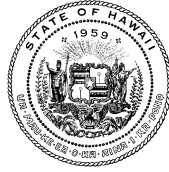
SUZANNE D. CASE
CHAIRPERSON
BOARD OF LAND AND NATURAL RESOURCES
COMMISSION ON WATER RESOURCE MANAGEMENT

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

DAVID Y. IGE
GOVERNOR



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

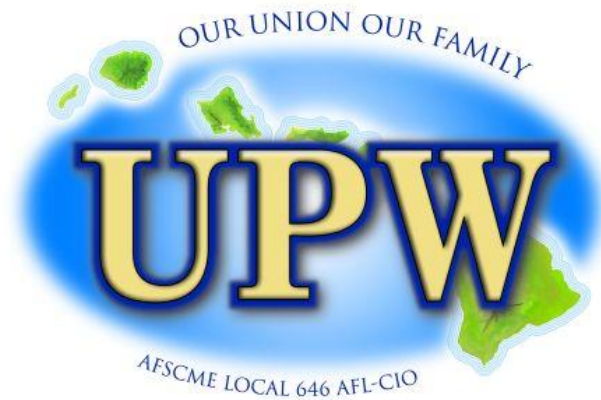
WRITTEN TESTIMONY
OF
CURT T. OTAGURO, COMPTROLLER
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES
TO THE
HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT
ON
MARCH 19, 2019, 9:30 A.M.
CONFERENCE ROOM 309, STATE CAPITOL

S. B. 166, Proposed SD 1
RELATING TO THE STATE BUDGET

Chair Johanson, Vice Chair Eli, and Members of the Committee, thank you for the opportunity to submit written testimony.

The Department of Accounting and General Services is in support of S.B. 166, Proposed SD 1 which would establish a recruitment modernization program within the Department of Human Resources development to address problems state departments are having with recruitment. Staff vacancies continue to plague the executive departments in carrying out their individual missions and functions. In addition to having competitive salaries and updating position classifications, the state needs innovative methods for recruitment.

Thank you for the opportunity to submit comments on this matter.



THE HAWAII STATE HOUSE OF REPRESENTATIVES

The Thirtieth Legislature
Regular Session of 2019

Committee on Labor & Public Employment

Representative Aaron Ling Johanson, Chair
Representative Stacylynn K.M. Eli, Vice Chair

Date of Hearing: Tuesday, March 19, 2019
Time of Hearing: 9:30 a.m.
Place of Hearing: Conference Room 309

TESTIMONY ON SB166, SD1 RELATING TO STATE BUDGET

By DAYTON M. NAKANELUA,
State Director of the United Public Workers,
AFSCME Local 646, AFL-CIO ("UPW")

My name is Dayton M. Nakanelua, State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO (UPW). The UPW is the exclusive bargaining representative for approximately 14,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and four counties. The UPW also represents about 1,500 members in the private sector.

SB166, SD1 establishes in the Department of Human Resources Development a recruitment modernization program to address employee recruitment problems faced by the State's executive departments. The bill also makes an appropriation to establish the program and positions to implement the program. The UPW **supports** this bill.

Thank you for the opportunity to submit this testimony.

DAVID Y. IGE
Governor

JOSH GREEN
Lt. Governor

LATE



PHYLLIS SHIMABUKURO-GEISER
Chairperson, Board of Agriculture

GLENN K. MURANAKA
Deputy to the Chairperson

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

**TESTIMONY OF PHYLLIS SHIMABUKURO-GEISER
CHAIRPERSON, BOARD OF AGRICULTURE**

BEFORE THE HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

**MARCH 1, 2019
10:15 A.M.
CONFERENCE ROOM 211**

**SENATE BILL NO. 166 SD1
RELATING TO THE STATE BUDGET**

Chairperson Johanson and Members of the Committee:

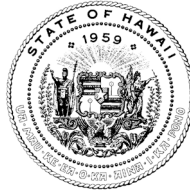
Thank you for the opportunity to present testimony on Senate Bill 166, SD1. This bill establishes in the Department of Human Resources Development (DHRD) a recruitment modernization program to address issues State departments are having in regard to recruitment. The Department supports this bill.

For the past several years the Department has had difficulties in filling vacant positions and retaining qualified employees. To increase our hiring rate, the Department will be partnering with the DHRD in this proposed endeavor. The Department is committed to collaborating with DHRD's specialty teams to streamline its recruitment processing; simplify classification specifications and minimum qualification requirements for Department specific classes of work (i.e. Noxious Weed Specialist); and ensuring maximum utilization of existing pay and compensation programs and exploring other options to offer competitive wages.

Thank you again for the opportunity to testify on this measure.



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, March 19, 2019

SENATE BILL NO. 166, SD1
RELATING TO THE STATE BUDGET

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 in the Department of Human Resources Development a recruitment modernization program to address issues state departments are having with recruitment.

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 this proposed initiative which will help to attract and to retain critical staff talent in the State's core IT workforce. ETS can assist DHRD to review IT compensation and salary levels, to assess if existing IT position classifications meet today's rapidly changing technologies, and to evaluate progressive methods to recruit IT employees.

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

SB-166-SD-1

Submitted on: 3/18/2019 12:19:46 PM

Testimony for LAB on 3/19/2019 9:30:00 AM

LATE

Submitted By	Organization	Testifier Position	Present at Hearing
David Rodriguez	Department of Transportation	Support	Yes

Comments: