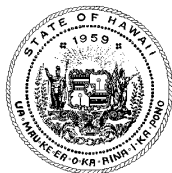


DAVID Y. IGE
GOVERNOR



RYKER WADA
DIRECTOR
JASON MINAMI
DEPUTY DIRECTOR

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

February 28, 2019

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

For Hearing on Friday, March 1, 2019
10:15 a.m., Conference Room 211

BY

RYKER WADA
DIRECTOR

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

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

The purpose of Senate Bill No. 166, Proposed 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 1, lines 12 – 16 on page 1 be amended to read as follows:

"To find solutions for recruitment problems, the department of human resources development is looking to establish a recruitment modernization program [~~and has identified four potential projects~~] to test and implement solutions to the recruitment problems of the State."

In addition, DHRD respectfully requests that Section 2, lines 8 – 12 on page 2 be amended to read as follows:

"(1) [~~Determine reasons why~~] Evaluate innovative methods of compensation [~~and salaries are not based on a~~] to be competitive [~~process and to devise solutions to those reasons~~];

(2) Determine which position classifications [~~are no longer needed by state departments~~] require updating;"

Lastly, DHRD respectfully requests that Section 3, lines 14 – 21 on page 2 be amended to read as follows:

"There is appropriated out of the general revenues of the State of Hawaii the sum of \$567,764 or so much thereof as may be necessary for fiscal year 2019-2020 and the [~~same~~] sum of \$557,264 or so much thereof as may be necessary for fiscal year 2020-2021 to establish the recruitment modernization program pursuant to section 2 of this Act and seven (7) full-time equivalent (7.00 FTE) positions to implement the recruitment modernization program."

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



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 1, 2019
10:15 a.m., Conference Room 211

In consideration of
Senate Bill No. 166 Proposed Draft 1
RELATING TO THE STATE BUDGET

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

Thank you for the opportunity to provide comments in strong support of Senate Bill 166 Proposed Draft 1 which would establish, staff and fund a recruitment modernization program within the Department of Human Resources Development to improve the ability of state agencies to fill vacancies.

The administration appreciates this collaborative effort by the legislature to work with the executive branch to systematically identify issues and find solutions that address the challenges departments face to efficiently and effectively find qualified staff.

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



PANKAJ BHANOT
DIRECTOR

CATHY BETTS
DEPUTY DIRECTOR

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

February 28, 2019

TO: The Honorable Senator Donovan M. Dela Cruz, Chair
Senate Committee on Ways and Means

FROM: Pankaj Bhanot, Director

SUBJECT: **SB 166 Proposed SD1 - RELATING TO THE STATE BUDGET**

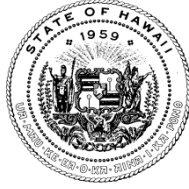
Hearing: March 1, 2019, 10:15 a.m.
Conference Room 211, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) supports the proposed SD1 to modernize Hawaii's recruitment processes. Hawaii's civil service workforce is one of Hawaii's most important assets; attention and investment in our processes, classifications, position descriptions, and compensation scales are necessary to attract, retain, and compete with the private sector, and to expand civil service for areas of expertise that advances in technology and programmatic complexity require. DHS has a large multi-generational workforce that works with 1 in 4 Hawaii residents who come to DHS for assistance with their most basic needs. Developing professional pathways and incentives for any level of worker to pursue additional professional or educational skills will improve our service delivery and allow more collaborative and innovative solutions to address some of Hawaii's most persistent and complex social issues.

PURPOSE: The purpose of proposed SD1 is to establish in the department of human resources development a recruitment modernization program to address issues state departments are having in regard to recruitment. Makes an appropriation to establish the program and positions to implement the program. (Proposed SD1).

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 1, 2019
10:15 A.M.
State Capitol, Room 211

S.B. 166, S.D. 1
RELATING TO THE STATE BUDGET .

House Committee on Finance

The Department of Transportation **strongly supports** S.B. 166 to establish a recruitment modernization program to address issues state departments are having in regard to recruitment, and to makes an appropriation to establish the program and positions to implement the program.

Any efforts to expedite the recruitment and hiring process to assist the various departments' efforts to fill vacancies would much appreciated.

Thank you for the opportunity to provide testimony.

STATE OF HAWAII
DEPARTMENT OF DEFENSE
HAWAII EMERGENCY MANAGEMENT AGENCY

**TESTIMONY ON
SENATE BILL 166, RELATING TO THE STATE BUDGET**

Before the Senate Committee on

WAYS AND MEANS

By

Thomas L. Travis
Administrator, Hawaii Emergency Management Agency (HI-EMA)

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

The Hawaii Emergency Management Agency (HI-EMA) ***supports the intent*** of Senate Bill 166.

Senate Bill 166 Appropriates funds to the Office of the Governor, the Department of Agriculture, and the Department of Health for disaster relief and recovery for the County of Hawaii.

The unprecedented volcanic eruptions on the island of Hawaii from May 3, 2018 to August 14, 2018 destroyed hundreds of homes, communities, businesses, farms, schools, cultural sites, water systems, electrical grid, and roadways.

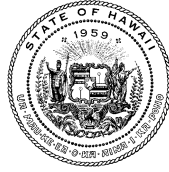
The Hawaii Emergency Management Agency deployed several personnel to assist the Hawaii County during the Kilauea eruption and continues to provide support to the long-term recovery and hazard mitigation efforts.

Note: My comments represent HI-EMA concerns at the state emergency management level only. I would defer to the separate comment/testimonies of the county emergency management agencies, as they would be the jurisdictions impacted by this legislation at the local level.

Thank you for the opportunity to provide testimony on Senate Bill 166.

Thomas L. Travis: Thomas.l.travis@hawaii.gov; 808-733-4300

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
SENATE COMMITTEE ON WAYS AND MEANS
ON
MARCH 1, 2019, 10:15 A.M.
CONFERENCE ROOM 211, STATE CAPITOL

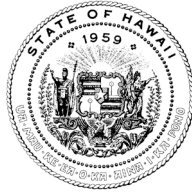
S. B. 166 S.D. 1
RELATING TO THE STATE BUDGET

Chair Dela Cruz, Vice Chair Keith-Agaran, 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 S.D. 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 is in need of innovative methods for recruitment.

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

DAVID Y. IGE
GOVERNOR



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
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Testimony of
DOUGLAS MURDOCK
Chief Information Officer
Enterprise Technology Services

Before the

SENATE COMMITTEE ON WAYS AND MEANS
Friday, March 1, 2019

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

Dear Chair Dela Cruz, Vice Chair Keith-Agaran, 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.

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 WAYS & MEANS

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

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

Chairperson Dela Cruz and Members of the Committee:

Thank you for the opportunity to present testimony on Senate Bill 166 Proposed 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.





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COMMITTEE ON WAYS AND MEANS

Friday, March 1, 2019, 10:15 a.m., Room 211
SB 166 PROPOSED SD1 RELATING TO THE STATE BUDGET

TESTIMONY

Janet Mason, Legislative Committee, League of Women Voters of Hawaii

Chair Delacruz, Vice-Chair Keith-Agaran and Committee Members:

The League of Women Voters of Hawaii opposes SB 166, Proposed SD1, because of its process problems. This measure establishes a recruitment modernization program in the department of human resources development to support state departments that are having difficulty with recruitment.

Unfortunately, the Proposed SD1 has nothing to do with the original SB166, which was a bill making budget appropriations to Hawaii County, the Office of the Governor, and the Departments of Agriculture and Health for disaster recovery and relief. This original SB 166 was heard by the Public Safety Committee on February 12th. Testimony at this hearing from both State and private parties, documented how much the 2018 Kilauea eruption altered the landscape and economy of the Big Island. We certainly agree with the Committee report that found that “the scale of recovery compounded by the risk of further eruptive activity necessitates resources for disaster relief and recovery. Will the Senate be using a different route to address this disaster? We certainly hope so.

Recently public talk has surfaced in response to League complaints about the “gut and replace,” tactic to the effect that the Legislature only uses this approach in emergencies. How ironic that in this case a real emergency bill was replaced with a non-emergency measure.

Introducing the Proposed SD1 at this stage in the session means once again that the State Constitutional requirement of “three readings in each house on separate days” is being ignored and members of the Legislature have insufficient time to consider this change.

Though the title of the bill, “Relating to the State Budget,” was appropriate for the original measure, is the subject matter of the Proposed SD1 “Relating to the State Budget,” reflected in its title? Not, really. A



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Proposed SD1 title like “Relating to Recruitment Modernization” or “Relating to Recruitment of State Employees” would have been, straightforward, easy for the public to understand, and well, transparent.

The League remains committed to upholding the State Constitution, to the best of our ability, and urges others to do likewise. Thank you for the opportunity to submit testimony.

SB-166

Submitted on: 2/28/2019 3:16:21 PM

Testimony for WAM on 3/1/2019 10:15:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Nancy Davlantes	Individual	Oppose	No

Comments:

Gut and Replace rears its ugly head again. Take SB166, which was originally introduced to make budget appropriations to Hawaii County for disaster recovery and relief. Now, for this hearing, the bill has morphed into proposed S166 SD1, which would establish a recruitment modernization program in the department of human resources development. This ignores the constitution's requirement that each bill receives three readings in each house on separate days.

That we are only half-way through this session and are already seeing this does not bode well for those of us advocating for transparency and the public's right to participate in the legislative process.

SB-166

Submitted on: 3/1/2019 8:22:13 AM

Testimony for WAM on 3/1/2019 10:15:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Dylan P. Armstrong	Individual	Support	No

Comments: