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February 11, 2019

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

For Hearing on Tuesday, February 12, 2019
2:30 p.m., Conference Room 224

By

RYKER WADA
DIRECTOR

Senate Bill No.977
Relating to Employees

(WRITTEN TESTIMONY ONLY)

CHAIRPERSONS TANIGUCHI AND THIELEN, VICE-CHAIRS IHARA AND INOUYE,
AND MEMBERS OF THE COMMITTEE:

Thank you for the opportunity to provide testimony on S.B. No. 977.

S.B. No. 977 requires each state government branch to establish a shared leave program for state employees.

The Department of Human Resources Development appreciates the intent of the bill but respectfully **OPPOSES** S.B. 977 to the extent that it expands the existing leave sharing program for public sector employees across the separate employer jurisdictions as set forth by statute. S.B. 977 proposes to amend Section 78-26, HRS, Leave Sharing Program, which allows for the establishment of leave sharing programs within jurisdictions to allow employees who earn vacation to donate accumulated vacation

leave credits to another employee within the same jurisdiction who has a serious personal illness or injury.

As written, S.B. 977 would require an assessment of existing policies and programs across all jurisdictions to assess integration into a centralized system prior to design and implementation. This process would need to be coordinated and agreed upon across all State jurisdictions, and a budget for staffing, software development and maintenance, security, and hosting would need to be considered and accounted for, in order for this measure to proceed.

As the conditions for usage include limitations over the life of an employee's State employment, a comprehensive and sustainable tracking system would also be necessary.

Authority for the grant and appeals process would require formalization to include a multi-jurisdictional board or referee to insure fairness and transparency across the affected jurisdictions.

DHRD also notes that there may be fiscal implications associated with implementing a leave sharing program. Currently, there is no information regarding who donates leaves, who accesses leave and the associated monetary value of such. Depending on the actual usage of shared leave there may be further unanticipated costs accrued to the State.

Given the foregoing, we recommend that S.B. 977 be held.

Thank you for the opportunity to provide testimony on S.B. 977.