

**STATE OF HAWAII
OFFICE OF PLANNING
& SUSTAINABLE DEVELOPMENT**

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR

MARY ALICE EVANS
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Statement of
MARY ALICE EVANS, Interim Director

before the
SENATE COMMITTEE ON GOVERNMENT OPERATIONS

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Thursday, March 14, 2024, 3:20 PM
State Capitol, Conference Room 225

in consideration of
HB 1832, HD1
RELATING TO HIRING

Chairs McKelvey and Aquino, Vice Chairs Gabbard and Moriwaki, and Members of the Senate Committees on Government Operations and Labor and Technology.

The Office of Planning and Sustainable Development (OPSD) offers **comments** on HB 1832, HD1, which authorizes state agencies to conduct minimum qualifications reviews of applicants for vacant positions within the department, division, or agency.

OPSD appreciates the intent of this measure to authorize departments, divisions and agencies to screen applicants for vacant positions. The departments can do this task faster than the Department of Human Resource Development (DHRD). Vacant positions that go unfilled for many months leave public services without adequate staff, thus eroding public trust in government.

DHRD has the expertise to develop and disseminate policy directives, design training courses, provide advice and audit departmental human resource operations for compliance with civil service requirements, thus ensuring consistency and quality control over the merit system.

Departments have the capacity to speed up the process of screening applicants for eligibility to be interviewed and fill their vacancies more quickly.

If it is the intent of this Committee to consider ways to expedite the filling of vacant positions in order to improve public service to Hawaii residents, please consider this measure.

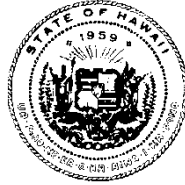
Thank you for the opportunity to testify on this measure.

Text.

Thank you for the opportunity to testify on this measure.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR



DEAN MINAKAMI
EXECUTIVE DIRECTOR

STATE OF HAWAII

DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT AND TOURISM
HAWAII HOUSING FINANCE AND DEVELOPMENT CORPORATION
677 QUEEN STREET, SUITE 300
HONOLULU, HAWAII 96813
FAX: (808) 587-0600

Statement of
DEAN MINAKAMI
Hawaii Housing Finance and Development Corporation
Before the

SENATE COMMITTEE ON GOVERNMENT OPERATIONS AND SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Thursday, March 14, 2024 at 3:20 p.m.
State Capitol, Room 225

In consideration of
H.B. 1832 HD1
RELATING TO HIRING.

Chairs McKelvey and Aquino, Vice Chairs Gabbard and Moriwaki, and members of the Committees.

HHFDC has comments on HB 1832 HD1, which authorizes a state department, division, or agency, rather than the Department of Human Resources Development (DHRD), to conduct a minimum qualification review of applicants for vacant civil service positions within the department, division, or agency. It also requires DHRD to provide state departments, divisions, and agencies the applications received for vacancies under certain circumstances.

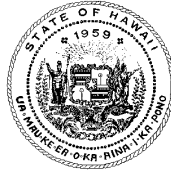
This measure makes it exponentially easier for HHFDC to fill its civil service vacancies by allowing us to review our own applicants as soon as the job posting closes. We understand best whether an applicant meets the minimum job qualifications.

The normal process to fill a civil service position can be seven months or longer and this measure will shorten the process.

Thank you for the opportunity to testify on this bill.

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

RYAN YAMANE
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
BRENNA H. HASHIMOTO
Director, Department of Human Resources Development

Before the
**SENATE COMMITTEES ON LABOR AND TECHNOLOGY
AND
GOVERNMENT OPERATIONS**

Thursday, March 14, 2024
3:20PM
State Capitol, Conference Room 225

In consideration of
HB1832, HD1, RELATING TO HIRING

Chairs Aquino and McKelvey, Vice Chairs Moriwaki and Gabbard, and members of the committees.

The Department of Human Resources Development (DHRD) appreciates the intent of HB 1832, HD1 which will authorize a state department, division, or agency, rather than DHRD, to conduct a minimum qualification review of applicants for vacant positions. However, we must respectfully oppose this measure.

DHRD is concerned for the following reasons:

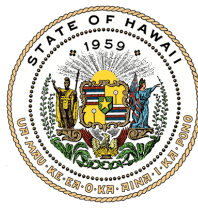
1. This bill is unnecessary as DHRD already allows departments to request and be granted delegated authority to conduct the full range of recruitment functions for their unique classes of work upon their request.
2. Allowing multiple state departments, divisions, or agencies to conduct a minimum qualification review of the same pool of applications would likely lead to confusion for the applicants and may lead to an inconsistent application of the minimum qualification requirements.
3. Similarly, allowing multiple state departments, divisions, or agencies to consider any alternative qualifications and substitutions in lieu of the state minimum qualifications is contrary to the merit principles and will likely lead to claims of discrimination or favoritism. DHRD also already allows departments to request changes to minimum qualifications, including substitutions, prior to the start of

recruitment. As such, we respectfully request section C be removed.

4. An objective and consistent application of the minimum qualifications protects the employer from unnecessary exposure to discrimination liability.
5. The State of Hawai'i selects persons based on merit, which is the selection of persons based on their fitness and ability for public employment pursuant to HRS §76-1.

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

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



JORDAN LOWE
DIRECTOR

MICHAEL VINCENT
Deputy Director
Administration

JARED K. REDULLA
Deputy Director
Law Enforcement

SYLVIA LUKE
LT GOVERNOR
KE KE'ENA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LAW ENFORCEMENT

Ka 'Oihana Ho'okō Kānāwai

715 South King Street
Honolulu, Hawaii 96813

TESTIMONY ON HOUSE BILL 1832, HOUSE DRAFT 1

RELATING TO HIRING

Before the Senate Committees on

Government Operations and Labor and Technology

Thursday, March 14, 2024; 3:30 p.m.

State Capitol Conference Room 225, Via Videoconference

Testifier: Michael Vincent

Chairs McKelvey and Aquino, Vice Chairs Gabbard and Moriwaki, and members of the Committee:

The Department of Law Enforcement (DLE) **supports** House Bill 1832, House Draft 1.

This bill authorizes State departments rather than the Department of Human Resources Development (DHRD), to conduct a minimum qualification review of applicants for vacant positions within the department. The bill also requires DHRD to provide departments applications received for vacancies.

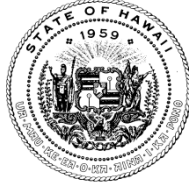
Departments have been plagued with delays in recruitment with much of the delay associated with screening and approval of applications which is aggravated by the opening and closing of recruitment for various positions and refusal to submit unprocessed applications to departments if any applicants are currently on the list thereby further limiting department ability to screen the best candidates for positions.

Additionally, DHRD has been understaffed for a prolonged period which has undoubtedly triggered much of DHRD's inability to timely process applications.

Finally, the departments are in a much better position to evaluate the qualifications of applicants for specific positions within the department given the unique circumstances of a given position when compared to the approach of lumping all applicants for a specific category or class of position in the same box.

Thank you for the opportunity to testify in support of this bill.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



EDWIN H. SNIFFEN
DIRECTOR
KA LUNA HO'OKELE

Deputy Directors
Nā Hope Luna Ho'okele
DREANALEE K. KALILI
TAMMY L. LEE
ROBIN K. SHISHIDO

STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII'
DEPARTMENT OF TRANSPORTATION | KA 'OIHANA ALAKAU
869 PUNCHBOWL STREET
HONOLULU, HAWAII 96813-5097

March 14, 2024
3:20 p.m.
State Capitol, Conference Room 225

**H.B. 1832, H.D. 1
RELATING TO HIRING**

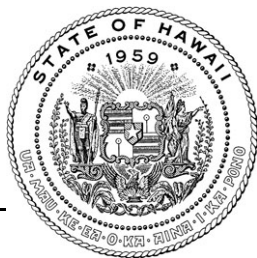
Senate Committees on Labor and Technology
Senate Committee on Government Operations

The Hawaii Department of Transportation (DOT) offers **comments** on this measure.

The ability for DOT to review job applications directly, particularly our highest-need positions that are not currently delegated to the DOT, result in a faster turnaround for list of applicants to our programs. The DOT presently has over seventy (70) delegated classes of work.

Departments like the DOT have detailed knowledge of position requirements and therefore may be better suited to screen applicant qualifications.

Thank you for the opportunity to provide testimony.



**DEPARTMENT OF BUSINESS,
ECONOMIC DEVELOPMENT & TOURISM**
KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI
A HO'OMĀKA'IKA'I

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR

JAMES KUNANE TOKIOKA
DIRECTOR

DANE K. WICKER
DEPUTY DIRECTOR

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Statement of
JAMES KUNANE TOKIOKA
Director

Department of Business, Economic Development, and Tourism
before the
**SENATE COMMITTEE ON GOVERNMENT OPERATIONS
AND
SENATE COMMITTEE ON LABOR AND TECHNOLOGY**

Thursday, March 14, 2024
3:20 PM
State Capitol, Conference Room 225

In consideration of
HB1832, HD1
RELATING TO HIRING.

Chairs McKelvey and Aquino, Vice Chairs Gabbard and Moriwaki and members of the Committees.

The Department of Business, Economic Development and Tourism appreciates the intent of and offers **comments** regarding HB1832, HD1, which authorizes a state department, division, or agency, rather than the Department of Human Resources Development (DHRD), to conduct a minimum qualification review of applicants for vacant positions within the department, division, or agency.

The work of DHRD has been very helpful and reduced the program's burden for hiring employees. However, the labor shortage during the past three years has created challenges for hiring employees for both the public and private sectors. We understand that DHRD itself is short staffed which has a domino effect in the timeliness of the hiring process. Decentralization places accountability for accurate, timely and responsible hiring at the department and division level. This bill brings innovation to the hiring process, provides additional support for DHRD, and we believe it will significantly improve the efficiency of hiring government employees.

Thank you for the opportunity to testify.



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

THE SENATE
KA 'AHA KENEKOA
THE THIRTY-SECOND LEGISLATURE
REGULAR SESSION OF 2024

COMMITTEE ON GOVERNMENT OPERATIONS

Senator Angus L.K. McKelvey, Chair
Senator Mike Gabbard, Vice Chair

COMMITTEE ON LABOR AND TECHNOLOGY

Senator Henry J.C. Aquino, Chair
Senator Sharon Y. Moriwaki, Vice Chair

Thursday, March 14, 2024, 3:20 PM
Conference Room 225 & Videoconference

Re: Testimony on HB1832, HD1 – RELATING TO HIRING

Chairs Aquino and McKelvey, Vice Chairs Moriwaki and Gabbard, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 14,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties.

UPW **supports** HB1832, HD1, which authorizes a state department, division, or agency, rather than the Department of Human Resources Development (“DHRD”), to conduct a minimum qualification review of applicants for vacant positions within the department, division, or agency. This measure also requires the DHRD to provide state departments, divisions, and agencies the applications received for vacancies under certain circumstances.

According to DHRD’s 2024 report to the Legislature, there are 4,685 vacant state positions, which represents a 27% vacancy rate. The large number of vacancies has resulted in fewer workers having to shoulder the workload of unfilled positions and may be contributing to burnout and separation from service. As written, this bill could help to address the worker shortage by reducing the length of time it currently takes to hire a qualified candidate. The unprecedented number of vacant state positions in Hawaii is having an impact on government operations and the delivery of services. We urge the committee to pass this bill.

Mahalo for the opportunity to testify in support of this measure.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kalani Werner", is written over a light blue horizontal line.

Kalani Werner
State Director

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