

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

HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS

February 1, 2024 at 9:00 a.m.
State Capitol, Room 309

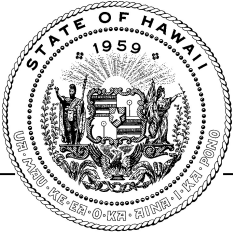
In consideration of
H.B. 1832
RELATING TO HIRING.

HHFDC has comments on HB 1832, 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. 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 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.



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

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR

MARY ALICE EVANS
INTERIM DIRECTOR

235 South Beretania Street, 6th Floor, Honolulu, Hawaii'i 96813
Mailing Address: P.O. Box 2359, Honolulu, Hawaii'i 96804

Telephone: (808) 587-2846
Fax: (808) 587-2824
Web: <https://planning.hawaii.gov/>

Statement of
MARY ALICE EVANS, Interim Director

before the
HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS
Thursday, February 1, 2024
9:00 AM
State Capitol, Conference Room 309

in consideration of
HB 1832
RELATING TO HIRING.

Chair Matayoshi, Vice Chair Garrett and Members of the House Committee on Labor and Government Operations.

The Office of Planning and Sustainable Development (OPSD) offers **comments** on HB 1832 which authorizes state agencies to screen applicants for vacant civil service positions.

OPSD appreciates the intent of this measure to support the Department of Human Resource Development (DHRD) in administering the civil service merit system by allowing DHRD to delegate the routine human resource task of screening applicants' resumes for minimum qualifications to expedite filling of vacant positions.

DHRD has the expertise to 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 for vacant positions.

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, this bill could provide an opportunity for further discussion.

Thank you for the opportunity to testify on this measure.

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

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENN A 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
BRENN A H. HASHIMOTO
Director, Department of Human Resources Development

Before the
HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS
Thursday, February 1, 2024
9:00AM
State Capitol, Conference Room 309

In consideration of
HB1832, RELATING TO HIRING

Chair Matayoshi, Vice Chair Garrett, and the members of the committee.

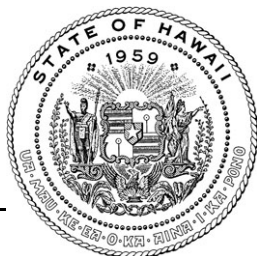
The Department of Human Resources Development (DHRD) appreciates the intent of HB 1832 which will authorize a state department, division, or agency, rather than DHRD, to conduct a minimum qualification review of applicants for vacant positions. However, we must respectfully oppose this measure.

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 the 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 stated minimum qualifications is contrary to the merit principles and will likely lead to claims of discrimination or favoritism.
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.



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

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR

JAMES KUNANE TOKIOKA
DIRECTOR

DANE K. WICKER
DEPUTY DIRECTOR

No. 1 Capitol District Building, 250 South Hotel Street, 5th Floor, Honolulu, Hawaii 96813
Mailing Address: P.O. Box 2359, Honolulu, Hawaii 96804
Web site: dbedt.hawaii.gov

Telephone: (808) 586-2355
Fax: (808) 586-2377

Statement of
JAMES KUNANE TOKIOKA
Director
Department of Business, Economic Development, and Tourism
before the
**HOUSE COMMITTEE ON
LABOR & GOVERNMENT OPERATIONS**

Thursday, February 1, 2024
9:00 AM
State Capitol, Conference Room 309

In consideration of
HB1832
RELATING TO HIRING.

Chair Matayoshi, Vice Chair Garrett and members of the Committee.

The Department of Business, Economic Development and Tourism appreciates the intent and offers **comments** regarding HB1832, 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.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAI'I
**DEPARTMENT OF CORRECTIONS
AND REHABILITATION**
*Ka 'Oihana Ho'omalu Kalaima
a Ho'oponopono Ola*
1177 Alakea Street
Honolulu, Hawai'i 96813

TOMMY JOHNSON
DIRECTOR

Melanie Martin
Deputy Director
Administration

Vacant
Deputy Director
Correctional Institutions

Sanna Muñoz
Deputy Director
Rehabilitation Services
and
Programs

No. _____

TESTIMONY ON HOUSE BILL 1832
RELATING TO HIRING

by
Tommy Johnson, Director
Department of Corrections and Rehabilitation

House Committee on Labor and Government Operations
Representative Scot Z. Matayoshi, Chair
Representative Andrew Takuya Garrett, Vice Chair

Thursday, February 1, 2024; 9:00 a.m.
State Capitol, Conference Room 309 & via Videoconference

Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:

The Department of Corrections and Rehabilitation (DCR) offers comments on House Bill (HB) 1832, which proposes to (1) Allow 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; and (2) Require the DHRD to provide state departments, divisions, and agencies the applications received for vacancies under certain circumstances. DCR offers the following comments:

- Departments currently can conduct recruitment activities to include minimum qualification reviews of applicants. Hawai'i Revised Statute (HRS) §76-22.5, Recruitment is the authority.

- Page 4 -5 section (c), may violate Hawaii's Merit Principle since applicants may no longer be objectively and fairly considered for a recruitment. There may be inconsistencies in hiring that could occur creating the possibility of complaints and Departments needing to defend themselves in Merit Appeal Board hearings.
- Page 5, section (d), the Department of Human Resources Development (DHRD) should not be the entity to correct any error the department makes is problematic since if a department wishes to review applications, they must be responsible for the entire process of that recruitment which is to include the administrative review and correcting of errors.
- As written, the person/position who will be reviewing minimum qualifications (MQs) is not clearly defined. This ability should be limited to trained Human Resources staff in a department but it is not specific and could cause problems with the Union and with hiring practices.
- On page 4, lines 17-19, it's unclear who decides the acceptable "alternative qualifications or substitutions." If the intent is that each department will determine its own alternatives/substitutions for MQs, there will likely be inconsistent application of this option, which could lead to more discrimination complaints and increased exposure to liability. Inconsistent application could also cause a disproportionate adverse impact on certain protected classes.

Thank you for the opportunity to provide comments on HB 1832.

Thursday, February 1, 2024; 9:00 am
Conference Room 309 & Videoconference

House Committee on Labor & Government Operations

To: Representative Scott Matayoshi, Chair
Representative Andrew Garrett, Vice Chair

From: Michael Robinson
Vice President, Government Relations & Community Affairs

Re: **Testimony in Support of HB 1832
Relating To Hiring**

My name is Michael Robinson and I am the Vice President of Government Relations & Community Affairs at Hawai'i Pacific Health. Hawai'i Pacific Health is a not-for-profit health care system comprised of its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox and over 70 locations statewide with a mission of creating a healthier Hawai'i.

I write in support of HB 1832 which authorizes a state department, division or agency rather than the Department of Human Resources development to conduct a minimum qualification review of applicants for vacant positions with the department, division or agency.

Recognizing the difficulties faced by many government agencies in hiring qualified personnel to fill vacant positions, including health care workers, this measure would improve the ability of state departments, divisions and agencies to attract and efficiently hire workers. The hiring process would be streamlined as the individual departments, divisions and agencies are in the best position to assess their needs in terms of employees and should be allowed to hire workers rapidly. Bringing more workers into the workforce benefits not only the state departments but also the communities those departments serve.

Thank you for the opportunity to testify.



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

**HOUSE OF REPRESENTATIVES
THE THIRTY-SECOND LEGISLATURE
REGULAR SESSION OF 2024**

COMMITTEE ON LABOR & GOVERNMENT OPERATIONS

Rep. Scot Z. Matayoshi, Chair
Rep. Andrew Takuya Garrett, Vice Chair

Thursday, February 1, 2024, 9:00 AM
Conference Room 309 & Videoconference

Re: Testimony on HB1832 – RELATING TO HIRING

Chair Matayoshi, Vice Chair Garrett, 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, 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. This large number of vacancies has resulted in fewer workers having to shoulder the workload of unfilled positions, this contributing to burnout out 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

HEADQUARTERS

1426 North School Street
Honolulu, Hawaii 96817-1914
Phone 808.847.2631

HAWAII

362 East Lanikaula Street
Hilo, Hawaii 96720-4336
Phone 808.961.3424

KAUAI

2970 Kele Street, Suite 213
Lihue, Hawaii 96766-1803
Phone 808.245.2412

MAUI

841 Kolu Street
Wailuku, Hawaii 96793-1436
Phone 808.244.0815

1.866.454.4166

Toll Free - Molokai/Lanai only