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**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES | KA 'OIHANA LOIHELU A LAWELAWE LAULĀ**  
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WRITTEN TESTIMONY  
OF  
KEITH A. REGAN, COMPTROLLER  
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES  
TO THE  
**COMMITTEE ON FINANCE**

FEBRUARY 27, 2024, 2:00 P.M.  
CONFERENCE ROOM 308 AND VIA VIDEOCONFERENCE, STATE CAPITOL

H.B. 2069, H.D. 1

RELATING TO THE DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES.

Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee, thank you for the opportunity to testify on H.B. 2069, H.D. 1.

The Department of Accounting and General Services (DAGS) **supports** H.B. 2069, H.D. 1, which permits DAGS to employ persons exempt from civil service and collective bargaining within the Comptroller's Office. The Comptroller's Office has unique and specialized needs related to our role in modernization efforts that will help improve the overall efficiency and effectiveness of the services we deliver. Providing our office with the flexibility to hire specialized positions that support communications, change management, and business process improvement programs as part of the State's information technology modernization efforts will be critical to the overall success of the project.

As we move forward with our modernization efforts, our office is preparing to lead the effort on critical enterprise-level projects that necessitate the expedient hiring of uniquely skilled and specialized staff needed to meet the required timeline, objectives, and outcomes of these projects. Having the capability to expedite the filling of vacancies for these unique and specialized positions with highly skilled personnel will create the right conditions to be more responsive to the growing needs of government. Additionally, we have found that the types of positions required to support the execution of specialized projects do not exist in the current civil service system. The amount of time to create and price a new class based on a unique need would be lengthy, consume already limited resources, and would lead to qualified candidates finding employment elsewhere. The alternative would be a long-term reliance on vendor staff support which can be costly and lacks the resiliency of an internally well-equipped and trained team that can provide the needed unique services.

Providing the capability to recruit and retain employees exempt from civil service and collective bargaining within the Comptroller's Office would place another tool in our toolbox and allow us the ability to effectively respond to the new and growing needs of those we serve while also increasing our long-term capabilities to effectively carry out the many critical state functions assigned to our department.

Thank you for the opportunity to testify on this matter.