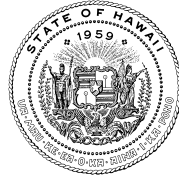


JOSH GREEN, M.D.  
GOVERNOR  
KE KIA'ĀINA



KEITH A. REGAN  
COMPTROLLER  
KA LUNA HO'OMALU HANA LAULĀ

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STATE OF HAWAI'I | KA MOKU'ĀINA O HAWAI'I  
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  
**COMMITTEES ON LABOR AND GOVERNMENT OPERATIONS**

THURSDAY, MARCH 21, 2024, 10:00 A.M.  
CONFERENCE ROOM 309 AND VIA VIDEOCONFERENCE, STATE CAPITOL

H. R. 65 and H. C. R. 80

URGING STATE EXECUTIVE DEPARTMENTS TO REVIEW MINIMUM QUALIFICATIONS AND COMPENSATION FOR CLASS SPECIFICATIONS FOR JOB POSTINGS AND PROVIDE SUGGESTIONS TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT.

Chairs Matayoshi, Vice Chair Garrett, and members of the Committees, thank you for the opportunity to submit testimony on H. R. 65 and H. C. R. 80.

The Department of Accounting and General Services (DAGS) offers testimony in **support** of H. R. 65 and H. C. R. 80 which urges state executive departments to review minimum qualifications, compensation, and to suggest alternative qualifications that can be used in lieu of a degree. We have found the Department of Human Resources Development (DHRD) to be receptive, in the past, to our recommendations and we look forward to continuing to work closely with them as we move forward.

The department is hopeful that, through measures such as this, we will be able to

increase the opportunity to recruit and hire qualified individuals capable of filling the growing vacancies throughout our operations. We see this as a natural progression as departments currently have the authority to screen internal applicants for internal job postings. This expansion would provide additional opportunities to share meaningful suggestions and feedback for improvement to current processes. We would also like to note that DAGS actively participates in DHRD's WikiWiki pilot program that allows for DAGS to screen application intake from DHRD for certain hard-to-fill positions.

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