

JOSH GREEN, M. D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR



WILBERT S. HOLCK
CHIEF NEGOTIATOR

STATE OF HAWAII
OFFICE OF COLLECTIVE BARGAINING
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

Statement of
WILBERT S. HOLCK
Chief Negotiator, Office of Collective Bargaining

Before the
HOUSE COMMITTEE ON FINANCE
Tuesday, February 27, 2024
2:00 p.m.
State Capitol, Conference Room 224

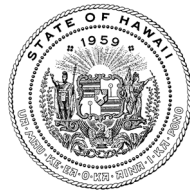
In consideration of
HB 1530 HD1, Relating to Fire Protection

Chair Yamashita, Vice-Chair Kitagawa and the members of the committee:

The Office of Collective Bargaining (OCB) respectfully opposes HB 1530 HD1, which requires that an employer of firefighters maintains its fire staffing services at a level of no less than four on-duty firefighters in each company for collective bargaining agreement or executive policy in effect on and after July 1, 2025.

OCB believes that this bill addresses management rights and is therefore in conflict with Chapter 89, HRS, which excludes operational matters, such as this from collective bargaining. Rather than diminish management rights that may interfere with the ability of public employers to direct its workforce, OCB recommends other ways to address these concerns.

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



JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR

EMPLOYEES' RETIREMENT SYSTEM
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
OFFICE OF THE PUBLIC DEFENDER

LUIS P. SALAVERIA
DIRECTOR

SABRINA NASIR
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF BUDGET AND FINANCE
Ka 'Oihana Mālama Mo'ohelu a Kālā
P.O. BOX 150
HONOLULU, HAWAII 96810-0150

ADMINISTRATIVE AND RESEARCH OFFICE
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION
FINANCIAL ADMINISTRATION DIVISION
OFFICE OF FEDERAL AWARDS MANAGEMENT

WRITTEN ONLY
TESTIMONY BY LUIS P. SALAVERIA
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON FINANCE
ON
HOUSE BILL NO. 1530, H.D. 1

February 27, 2024
2:00 .p.m.
Room 308 and Videoconference

RELATING TO FIRE PROTECTION

The Department of Budget and Finance (B&F) offers comments on this bill.

House Bill No. 1530, H.D. 1, amends Chapter 89, HRS, by adding a new section specifying for a collective bargaining (CB) agreement or executive policy in effect on or after July 1, 2025, that an employer of firefighters shall maintain its fire service staffing at a level of no less than four on-duty firefighters in each company.

While B&F appreciates the concerns that brought about this bill, B&F believes CB is not the appropriate vehicle to address these concerns. Chapter 89 clearly excludes operational matters, such as this from CB. Rather than diminishing management rights that may interfere with the ability of public employers to direct its workforce, B&F recommends other avenues be found to address these concerns.

Thank you for your consideration of our comments.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA
830 PUNCHBOWL STREET, ROOM 321
HONOLULU, HAWAII 96813
www.labor.hawaii.gov

February 24, 2024

The Honorable Kyle Yamashita, Chair
Committee on Finance
House of Representatives
State Capitol, Room 306
Honolulu, Hawaii 96813

Dear Chair Yamashita:

Subject: House Bill (HB) 1530, House Draft (HD) 1 Relating to Fire Protection

I am Kazuo Todd, Chair of the State Fire Council (SFC). The SFC supports the intent of HB1530, HD1, which specifies for a collective bargaining agreement or executive policy in effect on and after 7/1/2025, requires that an employer of firefighters maintains its fire staffing service at a level of no less than four on-duty firefighters in each company. The SFC offers comments regarding HB1530, HD1.

The SFC believes HB1530, HD1, presents substantial fiscal and resource challenges to Hawaii fire departments due to:

- a. Maintenance of the staffing requirement will substantially increase overtime. Some fire departments currently exceed their budgeted overtime allocation on a regular basis.
- b. Current and projected vacancy rates experienced by fire departments across the State. The number of current positions allocated to those fire departments may not allow staffing compliance with HB1530, HD1.
- c. The existing hiring processes to fill vacancies and acquire additional fire department positions are months, and in some cases years long.
- d. The training process for newly hired firefighters can take up to 10 months. Training for new firefighters also requires months of planning and preparation. Training infrastructure for new firefighters in terms of personnel, equipment, and facilities are significant for all fire departments in Hawaii.

The Honorable Kyle Yamashita, Chair
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February 24, 2024

Should you have questions, please contact SFC Administrative Specialist Gary Lum at 723-7169 or glum@honolulu.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "Kazuo Todd". The signature is fluid and cursive, with the first name "Kazuo" being more prominent than the last name "Todd".

KAZUO TODD
Chair

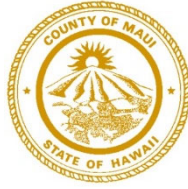
KT/GL:

RICHARD T. BISSEN, JR.
Mayor

JOSIAH K. NISHITA
Managing Director

BRADFORD K. VENTURA
Fire Chief

GAVIN L.M. FUJIOKA
Deputy Fire Chief



DEPARTMENT OF FIRE & PUBLIC SAFETY
COUNTY OF MAUI
200 DAIRY ROAD
KAHULUI, MAUI, HAWAII 96732
www.maui-county.gov

February 26, 2024

The Honorable Kyle Yamashita, Chair
Committee on Finance
House of Representatives
State Capitol, Room 306
Honolulu, HI 96813

Dear Chair Yamashita,

SUBJECT: HOUSE BILL (HB) 1530, HOUSE DRAFT (HD) 1 RELATING TO FIRE PROTECTION

I am Bradford K. Ventura, member of the Hawaii State Fire Council (SFC) and Fire Chief of the Maui Fire Department. The SFC supports the intent of HB 1530, HD 1, which specifies for a collective bargaining agreement or executive policy in effect on and after 7/1/2025, requires that an employer of firefighters maintains its fire staffing service at a level of no less than four on-duty firefighters in each company. The SFC offers comments regarding HB 1530, HD 1.

The SFC believes HB 1530, HD 1, presents substantial fiscal and resource challenges to Hawaii fire departments due to:

- a. Maintenance of the staffing requirement will substantially increase overtime. Some fire departments currently exceed their budgeted overtime allocation on a regular basis.
- b. Current and projected vacancy rates experienced by fire departments across the State. The number of current positions allocated to those fire departments may not allow staffing compliance with HB1530, HD1.
- c. The existing hiring processes to fill vacancies and acquire additional fire department positions are months, and in some cases years long.
- d. The training process for newly hired firefighters can take up to 10 months. Training for new firefighters also requires months of planning and preparation. Training infrastructure for new firefighters in terms of personnel, equipment, and facilities are significant for all fire departments in Hawaii.

The SFC urges your committee's support on the passage of HB 1530, HD 1.

If you have any questions, please contact SFC Administrative Specialist Gary Lum at (808) 723-7169 or glum@honolulu.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "Brad Ventura".

BRADFORD K. VENTURA
Fire Chief

**HONOLULU FIRE DEPARTMENT
KA 'OIHANA KINAI AHI O HONOLULU
CITY AND COUNTY OF HONOLULU**

636 SOUTH STREET • HONOLULU, HAWAII 96813
PHONE: (808) 723-7139 • FAX: (808) 723-7111 • WEBSITE: honolulu.gov

RICK BLANGIARDI
MAYOR
MEIA



SHELDON K. HAO
FIRE CHIEF
LUNA NUI KINAI AHI

JASON SAMALA
DEPUTY FIRE CHIEF
HOPE LUNA NUI KINAI AHI

February 26, 2024

The Honorable Kyle Yamashita, Chair
Committee on Finance
House of Representatives
State Capitol, Room 306
Honolulu, Hawai'i 96813

Dear Chair Yamashita:

Subject: House Bill (HB) 1530, House Draft (HD) 1 Relating to Fire Protection

I am Sheldon K. Hao, Fire Chief of the Honolulu Fire Department (HFD). The HFD supports the intent of HB 1530, HD 1, which specifies for a collective bargaining agreement or executive policy in effect on and after July 1, 2025, that an employer of fire fighters (FF) maintains its fire staffing service at a level of no less than four on-duty FFs in each company, and offers the following comments.

The HFD believes HB 1530, HD 1 presents substantial fiscal and resource challenges to Hawaii fire departments due to the following:

1. Maintenance of the staffing requirement will substantially increase overtime. Some fire departments currently exceed their budgeted overtime allocation on a regular basis.
2. Current and projected vacancy rates experienced by fire departments across the state. The number of current positions allocated to those fire departments may not allow staffing compliance with HB 1530, HD 1.
3. The existing hiring process to fill vacancies and acquire additional fire department positions take months and, in some cases, years.
4. The training process for newly hired FFs can take up to ten months. Training for new FFs also requires months of planning and preparation. Training infrastructure for new FFs in terms of personnel, equipment, and facilities are significant for all Hawai'i fire departments.

The Honorable Kyle Yamashita, Chair
February 26, 2024
Page 2

Should you have questions, please contact Administrative Specialist Gary Lum at 808-723-7169 or glum@honolulu.gov.

Sincerely,

SHELDON K. HAO
Fire Chief

SKH/GL:cn



HAWAII FIRE FIGHTERS ASSOCIATION

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 1463, AFL-CIO
1018 PALM DRIVE, HONOLULU, HAWAII 96814-1929
TELEPHONE (808) 949-1566 FAX: (808) 952-6003
WEBSITE: www.hawaiifirefighters.org

LATE Testimony

House of Representatives
The Thirty-Second Legislature
Regular Session of 2024

Committee on Finance
Tuesday, February 27, 2024

H.B. No. 1530, H.D. 1

Relating to Fire Protection

LGO, FIN

The Hawaii Fire Fighters Association (HFFA), Local 1463, IAFF, AFL-CIO represents more than 2,100 active-duty professional fire fighters throughout the State of Hawaii. The HFFA, on behalf of all our members, strongly supports H.B. No. 1530, H.D. 1, which requires fire staffing levels at no less than four on-duty fire fighters in each company.

The International Association of Fire Fighters' company staffing fact sheet is attached. The minimum crew size of four on duty is based on the National Fire Protection Association's (NFPA) Standard 1710, 2020 Edition: Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments.

The U.S. Department of Labor's Occupational Safety and Health Administration's standard for staffing level is also found in [29 CFR 1910.134\(g\)\(4\)](#).

The current HFFA collective bargaining agreement expires on June 30, 2025, and negotiations will begin on July 1, 2024.

Our fire companies are often faced with workforce shortages online. H.B. 1530, H.D.1, is an important first step in protecting our communities and our members who are most often first on scene. Thank you for the opportunity to testify and we ask the Committee to pass H.B. 1530, H.D. 1.