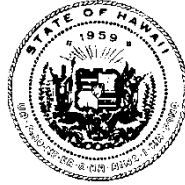


JOSH GREEN, M.D.
GOVERNOR

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 FINANCE

February 27, 2024 at 2:00 p.m.
State Capitol, Room 308

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

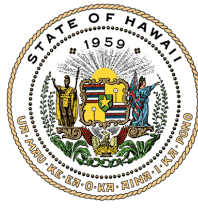
HHFDC has comments on HB 1832 HD1, which authorizes a state department, division, or agency, rather than the Department of Human Resources Development (DHRD), to conduct a minimum qualification review of applicants for vacant civil service positions within the department, division, or agency. It also 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



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 House Committee on Finance

Tuesday, February 27, 2024; 2:00 p.m.

State Capitol Conference Room 308, Via Videoconference

Testifiers: Michael Vincent, or Jared Redulla

Chair Yamashita, Vice Chair Kitagawa, and members of the Committee:

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

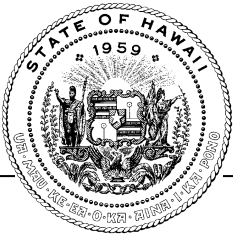
This bill authorizes State departments rather than the Department of Human Resources Development (DHRD), to conduct a minimum qualification review of applicants for vacant positions within the department. The bill also requires DHRD to provide departments applications received for vacancies.

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.



**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 FINANCE
Tuesday, February 27, 2024, 2:00 PM
State Capitol, Conference Room 308

in consideration of
HB 1832, HD1
RELATING TO HIRING

Chair Yamashita, Vice Chair Kitagawa, and Members of the House Committee on Finance.

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 audit departmental human resource operations for compliance with civil service requirements, thus ensuring consistency and quality control over the merit system.

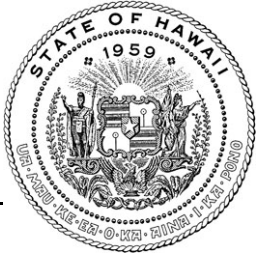
Departments have the capacity to speed up the process of screening applicants for eligibility to be interviewed and fill their vacancies more quickly.

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 adopt this measure.

Thank you for the opportunity to testify on this measure.

Text.

Thank you for the opportunity to testify on this measure.



**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

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 FINANCE
Tuesday, February 27, 2024
2:00 PM
State Capitol, Conference Room 308

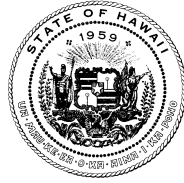
In consideration of
HB1832, HD1
RELATING TO HIRING.

Chair Yamashita, Vice Chair Kitagawa and members of the Committee.

The Department of Business, Economic Development and Tourism appreciates the intent 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.



STATE OF HAWAII
HAWAII STATE PUBLIC LIBRARY SYSTEM
'OIHANA HALE WAIHONA PUKE AUPUNI O KA MOKU'ĀINA O HAWAII'
OFFICE OF THE STATE LIBRARIAN
44 MERCHANT STREET
HONOLULU, HAWAII 96813

HOUSE COMMITTEES ON FINANCE
Tuesday, February 27, 2024
2:00 p.m.
Conference Room 308

By Stacey A. Aldrich
State Librarian

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

To: Rep. Kyle Yamashita, Chair
Rep. Lisa Kitagawa, Vice Chair
Members of the House Committee on Finance

The Hawaii State Public Library System (HSPLS) provides the following **comments on H.B. 1832, H.D. 1**, 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 within the department, division, or agency. It also requires the Department of Human Resources Development (DHRD) to provide state departments, divisions, and agencies the applications received for vacancies under certain circumstances.

Like other State departments and agencies, the HSPLS faces marketplace (a diminished labor pool, for example) and procedural challenges when hiring at all levels.

State hiring procedures are complex, labor-intensive and lengthy. Often times, it takes a minimum of at least six months to identify/hire an employee. And because DHRD does not have enough staff to review lists for all of the departments in a timely manner, we don't often see all of the potential candidates that have applied at one time.

Frequently, promising candidates have already been hired in other positions before we even get the lists of candidates to interview. Additionally, we see candidates who do not meet the MQRs and are referred over to us, and our time is wasted reviewing the lists.

House Committee on Finance
H.B. 1832 H.D.1
February 27, 2024

Low staffing levels contribute to reduced library hours of operation and impede our ability to provide needed programs and services to our communities, particularly on the neighbor islands. In FY2022, the total number of public service hours lost due to low staffing was 283.5. This translates into 71 incidents of full closures of one hour or more and 27 reductions to just door service. The majority of the loss of public service occurs on the neighbor islands.

Thank you for the opportunity to provide comments on H.B. 1832, H.D. 1.

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 FINANCE
Tuesday, February 27, 2024
2:00PM
State Capitol, Conference Room 308

In consideration of
HB1832, HD1, RELATING TO HIRING

Chair Yamashita, Vice Chair Kitagawa, and the members of the committee.

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.

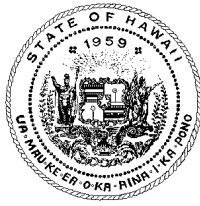
DHRD is concerned for the following reasons:

1. The 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.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



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

TOMMY JOHNSON
DIRECTOR

Melanie Martin
Deputy Director
Administration

Pamela J. Sturz
Deputy Director
Correctional Institutions

Sanna Muñoz
Deputy Director
Rehabilitation Services
and
Programs

No. _____

TESTIMONY ON HOUSE BILL 1832, HOUSE DRAFT 1
RELATING TO HIRING

by

Tommy Johnson, Director
Department of Corrections and Rehabilitation

House Committee on Finance
Representative Kyle T. Yamashita, Chair
Representative Lisa Kitagawa, Vice Chair

Thursday, February 27, 2024; 2:00 p.m.
State Capitol, Conference Room 308 & via Videoconference

Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee:

The Department of Corrections and Rehabilitation (DCR) offers comments on House Bill (HB) 1832, House Draft (HD) 1, 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, HD 1.



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

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

COMMITTEE ON FINANCE
Rep. Kyle T. Yamashita, Chair
Rep. Lisa Kitagawa, Vice Chair

Tuesday, February 27, 2024, 2:00 PM
Conference Room 308 & Videoconference

Re: Testimony on HB1832, HD1 – RELATING TO HIRING

Chair Yamashita, Vice Chair Kitagawa, 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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1426 North School Street
Honolulu, Hawaii 96817-1914
Phone 808.847.2631

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362 East Lanikaula Street
Hilo, Hawaii 96720-4336
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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