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Statement of
BRENNA H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Friday, February 2, 2024
3:10PM
State Capitol, Conference Room 224

In consideration of
**SB 2719, RELATING TO THE DEPARTMENT OF HUMAN RESOURCES
DEVELOPMENT**

Chair Aquino, Vice Chair Moriwaki, and the members of the committee.

The Department of Human Resources Development (DHRD) is in **support** of SB 2719.

The purpose of the measure is to appropriate funds and establish permanent positions within the Employee Classification and Compensation Division (ESD) of the DHRD to perform classification duties, including performing job analysis, generating accurate job analyses, and submitting an annual report to the legislature on the classes reviewed.

DHRD concurs with this measure and recognizes the impact additional resources will provide to perform job analysis to update class specifications used for recruiting, performance management, training, development, and career pathways. An experienced human resources professional could review up to 100 classes annually; therefore, added positions will provide the ECCD with much-needed resources to make significant progress in our review of over 1,400 existing civil service classes of work.

We offer the following comments and suggested amendments to this measure:

1. DHRD suggests three (3) full-time equivalent positions and the sum of \$259,128 be added to this measure for fiscal year 2024-2025.
2. Suggest changing the reference to "job descriptions" to "class specifications."
3. Pursuant to Section 76-13.5, HRS, each director of the central personnel agency for a jurisdiction has the authority to establish, implement, and maintain one or more

classification systems covering all civil service positions. While we meet with other jurisdictions to discuss classification matters, we do not have the authority to re-classify their positions.

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