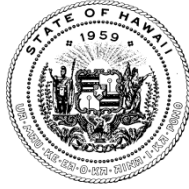


JOSH GREEN, M.D.  
GOVERNOR  
KE KIA'ĀINA



EDWIN H. SNIFFEN  
DIRECTOR  
KA LUNA HO'OKELE

Deputy Directors  
Nā Hope Luna Ho'okele  
DREANALEE K. KALILI  
TAMMY L. LEE  
ROBIN K. SHISHIDO

STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII'  
DEPARTMENT OF TRANSPORTATION | KA 'OIHANA ALAKAU  
869 PUNCHBOWL STREET  
HONOLULU, HAWAII 96813-5097

February 22, 2024  
10:05 a.m.  
State Capitol, Conference Room 211

**S.B. 3007, S.D. 1  
RELATING TO HIRING**

Senate Committee on Ways and Means

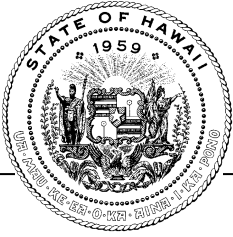
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The Hawaii Department of Transportation (DOT) **supports** this measure.

The ability for DOT to review job applications directly, particularly our highest-need positions that are not currently delegated to the DOT, result in a faster turnaround for list of applicants to our programs. The DOT presently has over seventy (70) delegated classes of work.

Departments like the DOT have detailed knowledge of position requirements and therefore may be better suited to screen applicant qualifications.

Thank you for the opportunity to provide testimony.



**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, Hawai'i 96813  
Mailing Address: P.O. Box 2359, Honolulu, Hawai'i 96804

Telephone: (808) 587-2846  
Fax: (808) 587-2824  
Web: <https://planning.hawaii.gov/>

Written Statement of  
**MARY ALICE EVANS, Interim Director**

before the  
**SENATE COMMITTEE ON HIRING**  
Thursday, February 22, 2024, 10:05 AM  
State Capitol, Conference Room 211

in consideration of  
**SB 3007, SD1**  
**RELATING TO HIRING**

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Senate Committee on Ways and Means.

The Office of Planning and Sustainable Development (OPSD) **offers comments** on SB 3007, SD1, which authorizes state agencies to conduct a minimum qualifications review 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 for vacant positions and fill their vacancies quickly.

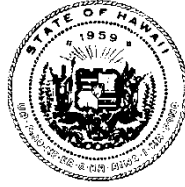
If it is the intent of this Committee to consider ways to expedite the filling of vacant positions in order to improve public service to Hawaii residents, please adopt this measure.

Thank you for the opportunity to testify on this measure.



**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

### **SENATE COMMITTEE ON WAYS AND MEANS**

February 22x2024 at 10:05 a.m.  
State Capitol, Room 211

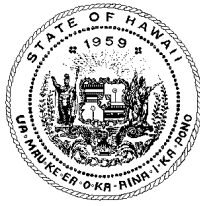
In consideration of  
**S.B. 3007 SD1**  
**RELATING TO HIRING.**

HHFDC has comments on SB 3007 SD1, which authorizes a State department, division, or agency, rather than the Department of Human Resources Development (DHRD), to conduct minimum qualification reviews of applicants for vacant civil-service positions within the department, division, or agency. This change is desirable because DHRD may take up to three to six months to send a list of applicants to a department to schedule an interview. Furthermore, this bill would enable HHFDC and other State entities to use their expertise to consider any alternative qualifications and substitutions that may be used in place of the minimum qualifications for a job.

The existing process to fill a civil-service position typically takes seven months or longer. This measure will help to shorten that process and attract a greater number of qualified applicants for State civil-service positions.

Thank you for the opportunity to testify on this bill.

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. \_\_\_\_\_

## WRITTEN TESTIMONY ONLY

TESTIMONY ON SENATE BILL 3007  
RELATING TO HIRING.

by

Tommy Johnson, Director  
Department of Corrections and Rehabilitation

Senate Committee on Ways and Means  
Senator Donovan M. Dela Cruz, Chair  
Senator Sharon Y. Moriwaki, Vice Chair

Thursday, February 22, 2024; 10:05 a.m.  
State Capitol, Conference Room 211 & via Videoconference

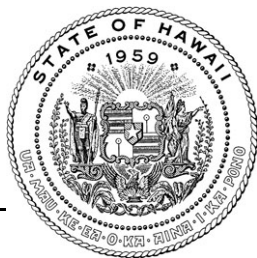
Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

The Department of Corrections and Rehabilitation (DCR) offers comments on Senate Bill (SB) 3007, 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 Hawai'i'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 SB 3007.



**DEPARTMENT OF BUSINESS,  
ECONOMIC DEVELOPMENT & TOURISM**  
KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI  
A HO'OMĀKA'IKĀ'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](http://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  
**SENATE COMMITTEE ON WAYS AND MEANS**

Thursday, February 22, 2024  
10:05 AM  
State Capitol, Conference Room 211

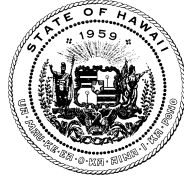
In consideration of  
**SB3007, SD1**  
**RELATING TO HIRING.**

Chair Dela Cruz, Vice Chair Moriwaki, and members of the Committee.

The Department of Business, Economic Development and Tourism appreciates the intent and offers **comments** regarding SB3007, SD1, 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. This bill brings innovation to the hiring process, 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

**SENATE COMMITTEES ON LABOR AND TECHNOLOGY AND GOVERNMENT OPERATIONS**

**Thursday, February 22, 2024**

**10:05 a.m.**

**Conference Room 211**

**By Stacey A. Aldrich  
State Librarian**

**S.B. 3007, S.D. 1 RELATING TO HIRING**

To: Sen. Donovan M. Dela Cruz, Chair  
Sen. Sharon Y. Moriwaki, Vice Chair  
Members of the Senate Committee on Ways and Means

The Hawaii State Public Library System (HSPLS) provides the following **comments on S.B. 3007, S.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 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.

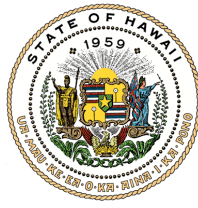


Frequently, promising candidates have already been hired in other positions before we even get the lists of candidates to interview. Additionally, we see candidates who do not meet the MQRs and are referred over to us, and our time is wasted reviewing the lists.

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 S.B. 3007, S.D. 1.

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 SENATE BILL 3007, SENATE DRAFT 1  
RELATING TO HIRING

Before the Senate Committee on Ways and Means

Thursday, February 22, 2024; 10:05 a.m.

State Capitol Conference Room 211, Via Videoconference

**WRITTEN TESTIMONY ONLY**

Chair Dela Cruz, Vice Chair Moriwaki, and members of the Committee:

The Department of Law Enforcement (DLE) **supports** Senate Bill 3007, Senate 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 with 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.

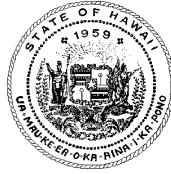
Additionally, DHRD has been understaffed for a prolonged period which has undoubtedly triggered much of DHRD's inability to timely process applications.

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.

**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  
**SENATE COMMITTEE ON WAYS AND MEANS**  
Thursday, February 22, 2024  
10:05 AM  
State Capitol, Conference Room 225

In consideration of  
**SB3007 SD1, RELATING TO HIRING**

Chair Dela Cruz, Vice Chair Moriwaki, and members of the committee.

The Department of Human Resources Development (DHRD) appreciates the intent of SB 3007 SD1 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. This 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 a 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 state 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.