



The Judiciary, State of Hawai'i

Testimony to the House Committee on Finance – Agenda #3

Representative Sylvia Luke, Chair
Representative Ty J. K. Cullen, Vice Chair

Thursday, February 22, 2018 1:30 PM
State Capitol, Conference Room 308

WRITTEN TESTIMONY ONLY

by

Dee Wakabayashi, Director
Judiciary Human Resources Department

Bill No. and Title: House Bill No. 2077, House Draft 1 Relating to Employee Training.

Purpose: Establishes the Public Employees Training Program within the Department of Human Resources Development to provide training programs to improve and enhance state employees' understanding of their job duties. Allocates one percent of collective bargaining increases to the Public Employees Training Program. (HB2077 HD1)

Judiciary's Position:

The Judiciary supports this bill and respectfully requests representation on the board of the public employees training program.

Continuing education for state employees will afford them opportunities to maintain the knowledge, skills, and education necessary to ensure the highest standards of professional conduct and performance. Investment in training and developing state employees will potentially result in a highly skilled, technologically literate, and professional workforce.

For the Judiciary, statutory amendments, new case law, changes in administrative and court rules, and new developments in best practices, make training necessary to fulfill the Judiciary's objective of assuring an equitable and expeditious adjudication process. Training is also an important component of providing access to the courts.



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Continuing education programs should also provide opportunities to enhance supervisory, relational, and leadership skills to foster positive working environments, and develop in-house competencies for succession and career enhancement purposes.

Ongoing program development and training curricula must be relevant, current, and practical. Employees should also be encouraged to keep apprised of innovations within their respective fields. The creation of new training programs and enhancement of existing programs intended to meet the diverse needs of the workforce will facilitate the State's goal to develop highly skilled employees.

As the Judiciary fully supports the intent of this measure, it also requests representation on the board of the public employees training program. The composition of the board, as listed in the bill, includes representation from or appointments by the executive and legislative branches, as well as members from the University of Hawaii system and employee unions. It does not provide for representation or an appointment by the judicial branch. Adding a member from the Judiciary will create a well-rounded board and provide feedback from all branches of government.

Thank you for the opportunity to testify on this measure.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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The Twenty-Ninth Legislature, State of Hawaii
House of Representatives
Committee on Finance

Testimony by
Hawaii Government Employees Association

February 22, 2018

H.B. 2077, H.D. 1 – RELATING TO EMPLOYEE TRAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO conceptually supports the intent of H.B. 2077, H.D. 1 which adds a new section to Ch. 76, Hawaii Revised Statutes to establish the public employees training program and allocates the equivalence of 1% of collective bargaining increases of the general fund appropriation to the public employees training fund.

The projected number of eligible retirees within state government is staggering and will have a dramatic impact on services, therefore steps must be taken now to better prepare and train the next generation of employees. H.B. 2077 creates an employee training program that prioritizes orientation programs for new employees, entry-level and line supervisors, and professional development for career advancement. Implementation of these programs will ensure consistent training opportunities for all state workers, regardless of an employee's position or department. We strongly support dedicating more resources and opportunities to the state's most valuable asset – its employees.

Thank you for the opportunity to testify in support of the measure.

Respectfully submitted,

Randy Perreira
Executive Director



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WRITTEN ONLY
TESTIMONY BY LAUREL A. JOHNSTON
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE
TO THE HOUSE COMMITTEE ON FINANCE
ON
HOUSE BILL NO. 2077, H.D. 1

February 22, 2018
1:30 p.m.
Room 308

RELATING TO EMPLOYEE TRAINING

House Bill No. 2077, H.D. 1, establishes the Public Employees Training Program and governing board within the Department of Human Resources Development for administrative purposes. The bill also establishes the Public Employees Training Fund.

The bill proposes to earmark an amount equal to one per cent of the increase from the previous fiscal year of the general fund appropriations for collective bargaining cost items for deposit to the Public Employees Training Fund beginning August 1, 2018. It is unclear if this amount would need to be appropriated separately or if the funds would be transferred from the collective bargaining appropriations as there is no appropriation or provision to facilitate the transfer and implementation of this measure.

In either case, there may be potential timing issues depending on when appropriations are available for collective bargaining cost items, and/or this transfer, and when deposits or transfers to the special fund must be made. Further, there is concern that insufficient funds will be available for collective bargaining costs if funds are diverted from the departments. Additionally, we note that if there are no general funds

appropriated for collective bargaining cost items in a given year, there would be no amount earmarked in the subsequent year.

As a matter of general policy, the Department of Budget and Finance does not support the creation of any special fund which does not meet the requirements of Section 37-52.3, HRS. Special funds should: 1) serve a need as demonstrated by the purpose, scope of work and an explanation why the program cannot be implemented successfully under the general fund appropriation process; 2) reflect a clear nexus between the benefits sought and charges made upon the users or beneficiaries or a clear link between the program and the sources of revenue; 3) provide an appropriate means of financing for the program or activity; and 4) demonstrate the capacity to be financially self-sustaining. As proposed, the fund would not have a source of revenue and would not be self-sustaining. It would be more appropriate to fund training costs directly through general fund and other special fund appropriations.

Thank you for your consideration of our comments.