

DAVID Y. IGE  
GOVERNOR



RYKER WADA  
DIRECTOR

JASON MINAMI  
DEPUTY DIRECTOR

**STATE OF HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

February 21, 2019

**TESTIMONY TO THE  
HOUSE COMMITTEE ON FINANCE**

For Hearing on Friday, February 22, 2019  
12:30 p.m., Conference Room 308

By

Ryker Wada  
DIRECTOR

**House Bill No. 845, House Draft 1  
Relating to Employee Training**

TO CHAIRPERSON LUKE, VICE CHAIR CULLEN, AND MEMBERS OF THE  
COMMITTEE:

House Bill 845, House Draft 1 establishes the public employees training program to provide training to state employees; allocates either 0.01% of each employee's gross salary, or an amount negotiated pursuant to collective bargaining, to the public employees training program; requires all new employees to be provided with a general orientation on their benefits and rights.

The Department of Human Resources Development (DHRD) **supports the intent** of this measure with **comments**.

DHRD's Training Office was formally re-established in May 2014. With continuing financial support from the Legislature, DHRD's Training Office has initiated and continues to expand employee training programs for all employees of the Executive Branch and has extended its training programs to other state entities as well, including employees of the Legislature. Our curriculum ranges in scope from new hire orientation, career and professional development, to pre-retirement planning. Our Training Office has taken a blended approach, authoring and facilitating a classroom-based curriculum of classes and launching a learning management system hosting approximately 1,000 on-demand offerings. On-demand course completion alone has expanded to over 29,000 courses completed in FY 2018.

With existing funding from the Legislature, DHRD has, for the most part, been able to provide these learning opportunities at no cost to employees of the Executive Branch. However, as a result of the expanded participation in and demand for training opportunities and programs, additional funding is now necessary to secure an enhanced, more robust learning management system.

The additional funding requested by DHRD in its biennium budget request for the new learning management system and additional staff will allow DHRD to support the needs of the Executive Branch, and fulfill our vision of a single, personalized, accurate and timely training resource, supporting on-demand, virtual, and facilitated programs customized by position, focusing on the development of our employees from the point of hire all the way until retirement.

Thank you for the opportunity to testify on this measure.

DAVID Y. IGE  
GOVERNOR



RODERICK K. BECKER  
DIRECTOR

ROBERT YU  
DEPUTY DIRECTOR

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

**STATE OF HAWAII**  
**DEPARTMENT OF BUDGET AND FINANCE**  
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 (OFAM)

TESTIMONY BY RODERICK K. BECKER  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE HOUSE COMMITTEE ON FINANCE  
ON  
HOUSE BILL NO. 845, H.D. 1

**February 22, 2019**  
**12:30 p.m.**  
**Room 308**

RELATING TO EMPLOYEE TRAINING

House Bill (H.B.) No. 845, H.D. 1: establishes the Public Employees Training Program (PETP) and Public Employees Training Special Fund (PETF) within the Department of Human Resources Development (DHRD); establishes the PETP governing board and members; identifies and prioritizes employee training programs to be developed; requires all new employees to be provided a general orientation of their benefits and rights; and assesses an amount equal to 0.01% of a public employee's gross salary, or an amount negotiated pursuant to collective bargaining, to be deposited into the PETF.

As a matter of general policy, the department 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.

With regards to H.B. No. 845, H.D. 1, it is difficult to determine whether the proposed special fund would be self-sustaining.

The department defers to DHRD regarding the implementation of this measure.

Thank you for your consideration of our comments.



## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirtieth Legislature, State of Hawaii  
House of Representatives  
Committee on Finance

Testimony by  
Hawaii Government Employees Association

February 22, 2019

### H.B. 845, H.D. 1 – RELATING TO EMPLOYEE TRAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the section of H.B. 845 which requires that all new employees are provided with a general orientation on their rights and benefits, and provides comments on the first section of the measure that establishes the public employee training program and allocates either a portion of every employee's salary or a negotiated amount to the program.

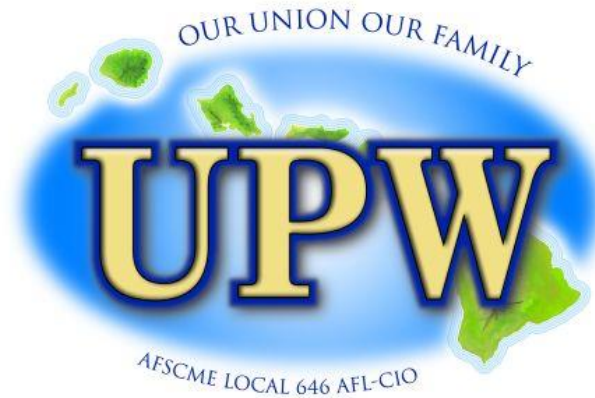
First, we strongly support the provision that mandates employee orientation for new hire employees. Most employees who join government service will have similar statutorily provided benefits from the Employees Retirement System and the Employer-Union Health Benefits Trust Fund; therefore it makes sense to ensure uniformity and consistency across jurisdictions. Additionally, Exclusive Representatives must represent every employee in a bargaining unit, regardless of the employee's membership status, so we feel it is appropriate for representatives to meet and discuss employees' rights and benefits as provided by their collective bargaining agreement.

Secondly, while we strongly support the creation and implementation of training programs to enhance professional development, we cannot support the specific provision that mandates all employees fund a program that they may not have access to participate in. We recognize that training programs need funding but it should not be the responsibility of the employee to pay.

Thank you for the opportunity to testify in support of employee orientations and with comments on the mechanics of the training fund.

Respectfully submitted,

Randy Perreira  
Executive Director



THE HAWAII STATE HOUSE OF REPRESENTATIVES

The Thirtieth Legislature  
Regular Session of 2019

Committee on Finance

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

Date of Hearing: Friday, February 22, 2019  
Time of Hearing: 12:30 p.m.  
Place of Hearing: Conference Room 308

COMMENTS ON HB845, HD1 RELATING TO EMPLOYEE TRAINING

By DAYTON M. NAKANELUA,  
State Director of the United Public Workers,  
AFSCME Local 646, AFL-CIO ("UPW")

My name is Dayton M. Nakanelua, State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO (UPW). The UPW is the exclusive bargaining representative for approximately 14,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and four counties. The UPW also represents about 1,500 members in the private sector.

HB845, HD1 establishes the public employees training program by allocating either 0.01% of each employees' gross salary, or an amount negotiated pursuant to collective bargaining, to the public employees' training program. The UPW supports the intent to train public employees but **opposes** the taking of employee wages for training that the employer is directly responsible to provide to the employee to perform his or her work efficiently, effectively, safely and in compliance with federal and state government laws especially in safety, health, job specific training, FLSA, ethics, non-harassment, EEO, non-discrimination, and more. Thank you for the opportunity to submit these comments.



**HB-845-HD-1**

Submitted on: 2/20/2019 3:56:34 PM

Testimony for FIN on 2/22/2019 12:30:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Michael Miyahira	Individual	Support	No

Comments:

It just makes sense to make sure that our government employees are provided access to proper training to make them productive and effective in their positions.



DEPARTMENT OF HUMAN RESOURCES  
**CITY AND COUNTY OF HONOLULU**

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**LATE**

KIRK CALDWELL  
MAYOR



CAROLEE C. KUBO  
DIRECTOR  
NOEL T. ONO  
ASSISTANT DIRECTOR

February 21, 2019

The Honorable Sylvia Luke, Chair  
The Honorable Ty Cullen, Vice Chair  
and Members of the Committee on Finance  
The House  
State Capitol, Room 308  
415 South Beretania Street  
Honolulu, Hawaii 96813

Dear Chair Luke, Vice Chair Cullen, and Members of the Committee:

**SUBJECT: House Bill No. 845, HD 1  
Relating to Employee Training**

House Bill No. 845, HD 1 amends Chapter 78, Hawaii Revised Statutes, by adding three new sections to Part 1. The City and County of Honolulu (City) is seeking clarification that this bill is intended to cover the State only and not the counties. The Department of Human Resources (DHR) respectfully recommends that language be added to clarify that the counties are excluded from the amendments, as that appears to be the intent. DHR already has an established program for new employee orientation, as well as training of City employees at every level and stage of their career, including development for professional, managerial, and leadership-level employees.

Thank you for the opportunity provide comments on this measure.

Sincerely,

A handwritten signature in black ink that reads "Carolee C. Kubo".

Carolee C. Kubo  
Director