

DAVID Y. IGE
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RYKER WADA
DIRECTOR

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

March 13, 2019

**TESTIMONY TO THE
HOUSE COMMITTEE ON LABOR AND PUBLIC EMPLOYMENT**

For Hearing on Thursday, March 14, 2019
9:00 a.m., Conference Room 309

By

Ryker Wada
DIRECTOR

**Senate Bill No. 792 SD2
Relating to Employee Training**

CHAIR JOHANSON, VICE CHAIR ELI, AND MEMBERS OF THE COMMITTEE:

Senate Bill 792 establishes the public employees training program to provide training to state employees; creates the public employees training fund with appropriations by the Legislature and gifts, donations, and grants from public agencies and private persons; and requires all new employees to be provided with a general orientation on their benefits and rights within twenty (20) calendar days.

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, our 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.

To determine the learning needs of the employees of the Executive Branch, our Training Office meets with Human Resources Representatives from the Executive Branch departments to analyze utilization of the trainings offered to ensure relevancy and effectiveness and to discuss additional, specific training areas of need. 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



LATE

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**

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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 LABOR AND PUBLIC EMPLOYMENT
ON
SENATE BILL NO. 792, S.D. 2

**March 14, 2019
9:00 a.m.
Room 309**

RELATING TO EMPLOYEE TRAINING

Senate Bill (S.B.) No. 792, S.D. 2: establishes the Public Employees Training Program (PETP) and Public Employees Training Special Fund within the Department of Human Resources Development (DHRD); establishes the PETP governing board and members; identifies and prioritizes employee training programs to be developed; and requires all new employees to be provided a general orientation of their benefits and rights.

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 S.B. No. 792, S.D. 2, 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

LATE

The Thirtieth Legislature, State of Hawaii
House of Representatives
Committee on Labor and Public Employment

Testimony by
Hawaii Government Employees Association

March 14, 2019

S.B. 792, S.D. 2 – RELATING TO EMPLOYEE TRAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO strongly supports the section of S.B. 792, S.D. 2 which requires that all new employees are provided with a general orientation on their rights and benefits. We appreciate the amendments made in the Committee on Labor, Culture and the Arts which removed the specific provision that employees would have to pay a portion of their salary into the training fund.

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.

While we strongly support the creation and implementation of training programs to enhance professional development, we cannot support any provision that mandates all employees to fund a program that they may not have access to participate in, as was included in the original S.B. 792. We recognize that training programs need funding but it should not be the responsibility of the employee to pay. We appreciate the prior Committee's removal of this specific language.

Thank you for the opportunity to testify in support of S.B. 792, S.D. 2.

Respectfully submitted,


for Randy Perreira
Executive Director

TO: The Honorable Aaron Johanson, Chair
FROM: Kim McCumsey
SUBJECT: SB 792 S.D. 2, Relating to Employee Training

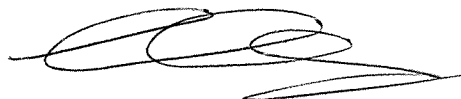
My name is Kim McCumsey, and I am a School of Social Work student at the University of Hawaii at Manoa and a City and County employee. I am submitting testimony to strongly **oppose** Senate Bill 792 S.D. 2, Relating to Employee Training. This bill seeks to add another **mandatory deduction** from a public employees' gross salary.

I know that I struggle every month to pay for my expenses and attend school to better myself. It is inconceivable to me to think that yet another tax would be added to my paycheck, when many of us live paycheck to paycheck even a small tax can have devastating repercussions.

The cost of living in Hawaii is extremely high and too many residents are struggling to pay for housing, food and medication. To add an additional **mandatory deduction** would create an even greater hardship on an already overburdened employee. Public employees' already have union representation, human resources departments and labor specialists to help guide them with their employment. To create this program is a waste of the employee's hard earned money when there are avenues already in place for their assistance.

Thank you for the opportunity to testify in Opposition of SB792 S.D. 2, Relating to Employee Training.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kim McCumsey', with a long horizontal flourish extending to the right.

Kim McCumsey