

DAVID Y. IGE
GOVERNOR



JAMES K. NISHIMOTO
DIRECTOR

CINDY S. INOUE
DEPUTY DIRECTOR

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

March 14, 2016

TESTIMONY TO THE
SENATE COMMITTEE ON JUDICIARY AND LABOR

For Hearing on Tuesday, March 15, 2016
9:00 a.m., Conference Room 016

JAMES K. NISHIMOTO
DIRECTOR

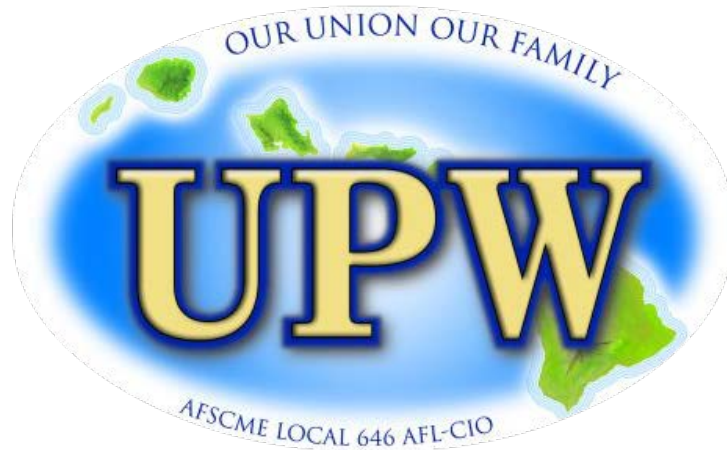
**House Bill No. 1849, HD 1
Relating to Hiring**

TO CHAIRPERSON KEITH-AGARAN, VICE CHAIRPERSON SHIMABUKURO AND
MEMBERS OF THE COMMITTEE:

The purpose of H.B. 1849 HD 1 is to create a three-year reclassification and recruitment pilot program within the Department of Human Resources Development (DHRD) to expedite the recruitment and hiring process for positions that require a higher education degree or other expertise. The bill also authorizes DHRD to hire five full-time recruitment and reclassification specialists for the duration of the pilot program. It appears that the intent of H.B. 1849 HD1 is create a three-year reclassification and recruitment pilot program to allow the State to efficiently fill vacant positions through an active recruitment and placement process for hard-to-fill vacancies.

While DHRD **supports** H.B. 1849 HD 1, DHRD notes that the bill includes the specific provision that, "The pilot program will focus on positions that are the subject of ongoing recruitment and will be limited to positions where the stated minimum qualifications **include a higher education degree or require an expertise that makes the position difficult to fill** (emphasis added)." It is not clear why the bill includes the limitation of, "... where the stated minimum qualifications include a higher education degree or require an expertise that makes the position difficult to fill." It is recommended that this qualifying requirement be deleted.

Thank you for the opportunity to testify on this measure.



The Hawaii State Senate
The Twenty-Eighth Legislature
Regular Session of 2016

COMMITTEE ON JUDICIARY AND LABOR
The Honorable Gilbert S.C. Keith-Agaran, Chair
The Honorable Maile S.L. Shimabukuro, Vice Chair

DATE OF HEARING: Tuesday, March 15, 2016
TIME OF HEARING: 9:00 a.m.
PLACE OF HEARING: Conference Room 016

TESTIMONY ON HB1849, HD1 RELATING TO HIRING

By Dayton M. Nakanelua,
State Director of the United Public Workers,
AFSCME, Local 646, AFL-CIO

My name is Dayton M. Nakanelua, state director of the United Public Workers, AFSCME, Local 646, and AFL-CIO (UPW). The UPW is the exclusive representative for approximately 11,000 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 various counties.

HB1849, HD1 creates a three-year pilot hiring project within DHRD to expedite the hiring process for hard to fill vacancies. The UPW has serious concerns about altering the process of recruitment established by the State Constitution and HRS 76, based on the merit principle. We agree that the recruitment process needs to be evaluated and made more efficient. However, reclassification is a band-aid approach to alleviating the problem of delay. It is only one of the elements in the recruitment process.

The UPW recommends that the entire process of recruitment, beginning with the initial planning and decision process to hire a particular person with particular skills be reviewed. The job

offer process must also be expedited. Departments should plan ahead and define their particular personnel needs in conjunction with the funding for the position. Strategic planning is a must.

The UPW asks that the State comply with the spirit and intent of HRS 76 and the merit principle. Thank you for the opportunity to submit this testimony.

From: mailinglist@capitol.hawaii.gov
To: [JDLTestimony](#)
Cc: [REDACTED]
Subject: Submitted testimony for HB1849 on Mar 15, 2016 09:00AM
Date: Monday, March 14, 2016 12:34:46 PM

HB1849

Submitted on: 3/14/2016

Testimony for JDL on Mar 15, 2016 09:00AM in Conference Room 016

Submitted By	Organization	Testifier Position	Present at Hearing
Dylan Armstrong	Individual	Support	No

Comments: This bill is long overdue and urgently needed. Many colleagues of mine as well as myself have experience arbitrary, unnecessary, and lengthy delays and hurdles to obtaining civil service positions. Four individuals that I know either could either not be hired as civil service employees or faced delays despite having advanced degrees, even doctorates, relevant to their work. The state is not recruiting the best people by making it so difficult to work there. If people have the passion and dedication to work for the state's positions, which are generally lower-paying than those comparable to federal, private employers, or other state governments, then the state's hiring system should at least be sensible, logical and consistent with the standards of other major employers, public or private. Having worked for 3 federal organizations, a non-profit, and private companies, I have found that this is sadly not so.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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