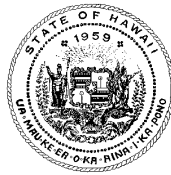


JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENN H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

BRIAN K. FURUTO
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 H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON WAYS AND MEANS
Wednesday, February 12, 2025
10:01 AM
State Capitol, Conference Room 211

In consideration of
SB1567, SD1, Relating to the Classification and Compensation Systems

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

The Department of Human Resources Development (HRD) is in **support** of SB1567, SD1.

The purpose of SB1567, SD1 is to:

1. Require HRD to expeditiously conduct a comprehensive review of the classification and compensation systems for the State's executive agencies;
2. Require HRD to submit a report of findings and recommendations as well as proposed legislation to the legislature; and
3. Appropriate funds to complete a comprehensive review of the classification and compensation systems for the State's executive agencies, including contracting with a third party to assist in completing the review.

HRD strongly supports this bill to conduct a comprehensive classification and compensation study. This measure will help HRD to effectively address antiquated class specifications, class titles, and minimum qualification requirements, and identify and develop recommendations to ensure wages are competitive and that pay programs address changes in the market.

HRD believes that reviewing and updating the classification and compensation systems to be more modern and dynamic will support the State Executive Branch's objectives of

reducing statewide vacancies; being an employer of choice in the State of Hawai'i; recruiting and retaining the best and the brightest employees so that State government can deliver efficient and effective services to the public; remaining competitive with other comparable government entities and private employers in the State of Hawai'i; and clearly outlining career growth and advancement opportunities.

HRD respectfully requests that the bill clarify that the review will be limited to the State executive branch positions administered by HRD. Human resources staff in executive branch departments and agencies not administered by HRD (e.g., Department of Education, Hawai'i Health Systems Corporation) would be more knowledgeable and better equipped to review their respective classification and compensation systems.

Thank you for the opportunity to provide testimony. We are available to answer any questions or provide further information as needed.