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**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
**KA 'OIHANA HO'OMŌHALA LIMAHANA**  
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Statement of  
**BRENNA H. HASHIMOTO**  
Director, Department of Human Resources Development

Before the  
**HOUSE COMMITTEE ON LABOR**  
Tuesday, March 31, 2026  
10:00AM  
State Capitol, Conference Room 309

In consideration of  
**HCR112/HR104 REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO COLLABORATE WITH STATE DEPARTMENTS, AGENCIES, AND LABOR ORGANIZATIONS IN COMPLETING THE COMPREHENSIVE REVIEW OF THE CLASSIFICATION AND COMPENSATION SYSTEMS FOR ALL CIVIL SERVICE POSITIONS UNDER ITS JURISDICTION.**

Chair Sayama, Vice Chair Lee, and members of the committee:

The Department of Human Resources Development (HRD) is in **support** of HCR112/HR104.

HCR112/HR104 requests that HRD:

1. Collaborate with state departments, agencies, and labor organizations in completing the comprehensive review of the classification and compensation systems for all civil service positions under its jurisdiction as required by Act 180, Session Laws of Hawai'i 2025; and
2. Emphasize and focus its comprehensive review, including its research, analysis, and development of recommendations, on state departments and agencies with high vacancy rates or significant numbers of difficult-to-fill positions.

HRD supports these resolutions and in accordance with Act 180, Session Laws of Hawai'i 2025 (Act 180), has initiated a comprehensive review of the classification and compensation systems for all civil service positions under its jurisdiction.

HRD has executed a professional services contract with Experience Management Institute (EXMI) to conduct the study and provide structured analytical and

implementation support. The work is guided by Hawai'i Revised Statutes Chapters 76 and 89, including the merit principle, equal pay for equal work, collective bargaining framework, and management rights provisions. All recommendations will be developed within these statutory parameters.

The study is structured around six major areas of work:

- Current System Assessment
- Classification Methodology Review
- Compensation Review and Market Analysis
- Class Specification and Minimum Qualification Updates
- Technology Review
- Consulting and Implementation Support

HRD has already begun collaborations with all state departments and agencies under its jurisdiction. In person meetings were held this month with the Departmental Human Resources Officers (DHRO) of each department to better understand their operations, needs, and challenges. We look forward to continued conversations with the DHROs and discussions with Directors, Legislators, and labor organizations as the study progresses.

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



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**

AFSCME Local 152, AFL-CIO

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The Thirty-Third Legislature, State of Hawaii  
House of Representatives  
Committee on Labor

Testimony by  
Hawaii Government Employees Association

March 31, 2026

H.C.R 112/H.R. 104 – REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO COLLABORATE WITH STATE DEPARTMENTS, AGENCIES, AND LABOR ORGANIZATIONS IN COMPLETING THE COMPREHENSIVE REVIEW OF THE CLASSIFICATION AND COMPENSATION SYSTEMS FOR ALL CIVIL SERVICE POSITIONS UNDER ITS JURISDICTION.

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports H.C.R 112/H.R. 104, which requests the Department of Human Resources Development to collaborate with state departments, agencies, and labor organizations to complete a comprehensive review of the classification and compensation systems for all civil service positions under its jurisdiction.

There has been no improvement in our state's vacancy rate under the current DHRD administration. Our classification system is outdated and lacks the flexibility needed to meet our current workforce demands. Some job classifications have not been updated in decades, and numerous positions are significantly underpriced compared to similar positions in the private sector and the federal government. We appreciate the intent of this measure, as our classification system requires a complete overhaul, and more broadly, the state must rethink how it compensates employees in order to competitively recruit and retain a 21st-century workforce.

Thank you for the opportunity to testify in support of H.C.R 112/H.R. 104.

Respectfully submitted,

Randy Perreira  
Executive Director