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**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
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Statement of  
**BRENN A H. HASHIMOTO**  
Director, Department of Human Resources Development

Before the  
**SENATE COMMITTEE ON LABOR AND TECHNOLOGY**  
Friday, March 27, 2026  
3:01PM  
State Capitol, Conference Room 225

In consideration of  
**SCR146/SR138 REQUESTING A COMPREHENSIVE OVERHAUL OF STATE CIVIL SERVICE JOB DESCRIPTIONS AND CLASSIFICATIONS TO MODERNIZE THE WORKFORCE, IMPROVE RECRUITMENT AND RETENTION, AND EVALUATE THE POTENTIAL USE OF ARTIFICIAL INTELLIGENCE AS A SUPPORT TOOL**

Chair Elefante, Vice Chair Lamosao, and the members of the committee:

The Department of Human Resources Development (HRD) is in **support** of SCR146/SR138.

SCR146/SR138 requests HRD to:

- Undertake a comprehensive, statewide review of civil service job descriptions and classifications; and
- Review is requested to include, but not be limited to:
- Develop recommendations for a phased implementation plan to modernize civil service job descriptions and classifications, including any statutory, administrative, or budgetary changes that may be necessary; and
- Submit a report of its findings and recommendations to the Legislature no later than twenty days prior to the convening of the Regular Session of 2027.

HRD supports these resolutions and, in accordance with Act 180, Session Laws of Hawaii (2025), 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. All recommendations will be developed

within the statutory parameters of HRS Chapters 76 and 89, including the merit principle, equal pay for equal work, collective bargaining framework, and management rights provisions.

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

The study will include a comprehensive review and assessment of existing job series, 1,470 class specifications, and minimum qualification requirements to ensure they are current, accurate, relevant, and align with responsibilities using appropriate job analysis methods, such as surveys, interviews, and observation. The review includes updating and/or recommending new class specifications and minimum qualification requirements as necessary. Strategic recommendations will be provided to address the need for revisions or consolidations while maintaining compliance with relevant laws, rules, and policies.

As part of their deliverables, EXMI will also provide recommendations on technological solutions, including Artificial Intelligence and data-analysis tools, to improve the efficiency and accuracy of the classification and compensation management process.

HRD requests the following amendments:

- SCR146 Page 2, lines 27-28 and SR138 Page 2, Lines 23-24  
“...class specifications and minimum qualifications ~~job descriptions~~”
- SCR146 Page 3, lines 3-4 and SR138 Page 2, Line 41 and Page 3, Line 1  
“...of ~~whether job description content, minimum qualification requirements, or compensation levels are~~ potential contributing factors”

We are available to answer any questions or provide further information as needed.



## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

THE SENATE  
KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE  
REGULAR SESSION OF 2026

### COMMITTEE ON LABOR AND TECHNOLOGY

Senator Brandon J.C. Elefante, Chair  
Senator Rachele Lamosao, Vice Chair

Friday, March 27, 2026, 3:01 PM  
Conference Room 225 & Videoconference

**Re: Testimony on SCR146/SR138 - REQUESTING A COMPREHENSIVE OVERHAUL OF STATE CIVIL SERVICE JOB DESCRIPTIONS AND CLASSIFICATIONS TO MODERNIZE THE WORKFORCE, IMPROVE RECRUITMENT AND RETENTION, AND EVALUATE THE POTENTIAL USE OF ARTIFICIAL INTELLIGENCE AS A SUPPORT TOOL**

Chair Elefante, Vice Chair Lamosao, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO ("UPW") **supports** SCR146/SR138. As the exclusive representative of the dedicated members of Bargaining Units 1 and 10, we recognize that the current civil service position descriptions and classifications, which are ultimately tied to compensation, are not aligned with workplace needs and the demands being placed on public workers. Furthermore, these rigid and outdated descriptions impede recruitment and discourage qualified applicants from entering public service, and the proposed overhaul of position descriptions and classifications may be needed to accurately reflect current duties and working conditions.

UPW believes the actions requested in these resolutions are necessary to ensure that government can continue to provide essential services to the public.

Thank you for the opportunity to provide testimony in support of these measures.

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