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

In consideration of  
**SCR85/SR75 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 Elefante, Vice Chair Lamosao, and the members of the committee:

The Department of Human Resources Development (HRD) is in support of SCR85/SR75.

SCR85/SR75 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.



## 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 SCR85/SR75 - 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 Elefante, Vice Chair Lamosao, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO ("UPW") **supports** SCR85/SR75. As the exclusive representative of the dedicated members of Bargaining Units 1 and 10, who keep our state running, we believe that a collaborative and modern approach to our classification and compensation systems is long overdue and absolutely critical for the survival of Hawaii's public workforce.

The statistics provided by the Department of Human Resources Development (DHRD) 2026 annual report paint a sobering picture of the current reality: persistent vacancies and an aging workforce that is growing ever closer to retirement. UPW believes that outdated classifications and uncompetitive compensation have made it nearly impossible to attract and retain the talent the State needs. This, in turn, places an unsustainable burden on existing staff, who must cover the gaps left by vacant positions.

UPW further believes the actions requested in these resolutions are necessary to ensure the State 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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**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

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**LATE**

The Thirty-Third Legislature, State of Hawaii  
The Senate  
Committee on Labor and Technology

Testimony by  
Hawaii Government Employees Association

March 27, 2026


S.C.R 85/S.R. 75 – 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 S.C.R 85/S.R. 75, 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 S.C.R 85/ S.R. 75.

Respectfully submitted,

  
Randy Perreira  
Executive Director