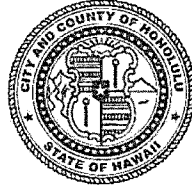


DEPARTMENT OF HUMAN RESOURCES

CITY AND COUNTY OF HONOLULU

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RICK BLANGIARDI
MAYOR



NOLA N. MIYASAKI
DIRECTOR
FLORENCIO C. BAGUIO, JR.
ASSISTANT DIRECTOR

January 9, 2023

The Honorable Tyler Dos Santos-Tam, Chair
and Members
Committee on Executive Matters and Legal Affairs
Honolulu City Council
530 South King Street, Room 202
Honolulu, Hawaii 96813

Dear Chair Dos Santos-Tam and Members:

Subject: Proposed CD 1 to Council Bill 25 (2021),
Relating to Anti-Bias and Inclusion Policy

The Department of Human Resources (DHR) supports the intent of Bill 25 (2021) and revisions as proposed. In addition, we ask that responsibility for retaining records demonstrating individual employee completion of the biennial training be with the respective employing department or agency and that a sufficient period of time following approval of the bill be provided to allow DHR to implement the new training.

While DHR is able to retain records of training developed and disseminated across the city, each individual employing department or agency manages the work assignments, priorities, and utilization of time of its own employees. Therefore, we strongly request that the proposed CD1 to Bill 25 (2021) be amended to provide that the responsibility for ensuring employee participation in mandatory biennial training and retaining records demonstrating individual employee completion be assigned to the respective employing department or agency.

Following approval of the bill, time is needed to develop the particular training content and identify the manner in which it will be effectively disseminated to more than 9000 employees, including many without computer access who require in-person facilitated training. DHR requests that following the approval of Bill 25(2021), there be a period of at least one-year provided for the biennial training provision to be launched.

Finally, Section 1-____.3 (a) of the proposed CD1 incorrectly refers to the director of human services. This should be corrected to director of human resources.

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The Honorable Tyler Dos Santos-Tam, Chair
and Members
January 9, 2023
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Thank you for the opportunity to submit testimony.

Sincerely,

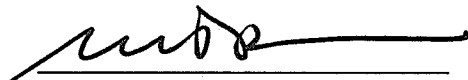


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for

Nola N. Miyasaki
Director

APPROVED:



Michael D. Formby
Managing Director