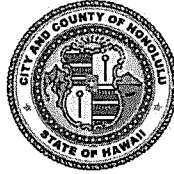


**DEPARTMENT OF HUMAN RESOURCES  
KA 'OIHANA HO'OMOHALA LIMAHANA  
CITY AND COUNTY OF HONOLULU**

650 SOUTH KING STREET, 10TH FLOOR • HONOLULU, HAWAII 96813  
PHONE: (808) 768-8500 • FAX: (808) 768-5563 • WEB: [www.honolulu.gov/hr](http://www.honolulu.gov/hr)

RICK BLANGIARDI  
MAYOR  
MEIA



NOLA N. MIYASAKI  
DIRECTOR  
PO'O

FLORENCIO C. BAGUIO, JR.  
ASSISTANT DIRECTOR  
KOKUA PO'O

September 1, 2023

The Honorable Tommy Waters  
Chair and Presiding Officer  
and Members  
Honolulu City Council  
530 South King Street, Room 202  
Honolulu, Hawai'i 96813

Dear Chair Waters and Councilmembers:

**SUBJECT: Resolution 23-171, Urging the City Administration to Establish,  
In Consultation with the Public Employee Unions,  
A Formal Policy for the Abolishment of City Positions**

The Department of Human Resources (DHR) respectfully opposes the establishment of a formal policy for the abolishment of City positions.

The abolishment of positions is within the powers, duties, and functions of the Mayor under Section 5-103, Revised Charter. That provision requires a monthly report of created and abolished positions be provided to the Council, see the most recent report numbered D-587 (2023). As each City department has different missions, needs, and priorities, the abolishment of positions resides within the priorities of the respective departmental leadership teams, in consultation with the Mayor's and his policy priorities, without the rigidity of a formal policy. The Council also has a significant role in position abolition, or lack thereof, through the normal budgetary cycle, or even prior to same at discrete hearings involving the departments and the various Council committees.

The various public employee unions could also provide their input on the departments' positions via the Council's public hearings. Mandating the public employee unions' involvement in the creation of a formal policy for the abolition of City positions may infringe upon the City's management rights as an employer under Chapter 89-9, Hawaii Revised Statutes, including the ability to "[d]etermine methods, means, and personnel by which the employer's operations are to be conducted[.]"

DEPT. COM. 637

The Honorable Tommy Waters  
and Members  
September 1, 2023  
Page 2

Thank you for the opportunity to submit testimony and we trust our input has been helpful.

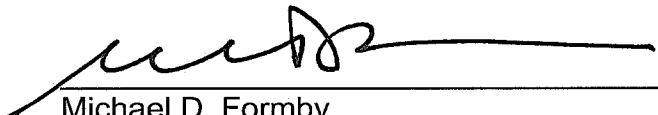
Sincerely,

*Nola N. Miyasaki*

Digitally signed by  
Miyasaki, Nola  
Date: 2023.09.01  
15:57:25 -10'00'

Nola N. Miyasaki  
Director

APPROVED:

  
\_\_\_\_\_  
Michael D. Formby  
Managing Director