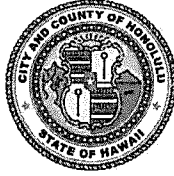


DEPARTMENT OF HUMAN RESOURCES
KA 'OIHANA HO'OMOHALA LIMAHANA
CITY AND COUNTY OF HONOLULU

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MEIA



NOLA N. MIYASAKI
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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, Hawaii 96813

Dear Chair Waters and Councilmembers:

SUBJECT: Resolution 23-173, CD 1, Urging the Hawaii State Legislature
to Adopt Legislation to Allow the City to Provide Incentives and Increase
Salaries for Hard-to-Fill Positions

The Department of Human Resources (DHR) strongly supports legislation that would allow the City more flexibility to provide incentives and increased salaries to existing City employees. While recruitment incentives for prospective employees are already within the purview of the Director of Human Resources, retention incentives and increases are mandatory subjects of bargaining with the public employee unions because they affect wages. See Section 89-9(a), HRS. The City cannot unilaterally change a current employee's wages without negotiating the change with the affected union and reaching a mutual agreement, subject to memorialization in a supplemental agreement.

DHR will diligently review any legislative proposals that result from this resolution and provide testimony to the State Legislature.

Thank you for the opportunity to submit testimony.

Sincerely,

Nola N. Miyasaki
Digitally signed by
Miyasaki, Nola
Date: 2023.09.01
15:59:14 -10'00'

Nola N. Miyasaki
Director

APPROVED:

A handwritten signature in black ink, appearing to read "Michael D. Formby", is written over a horizontal line.
Michael D. Formby
Managing Director

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