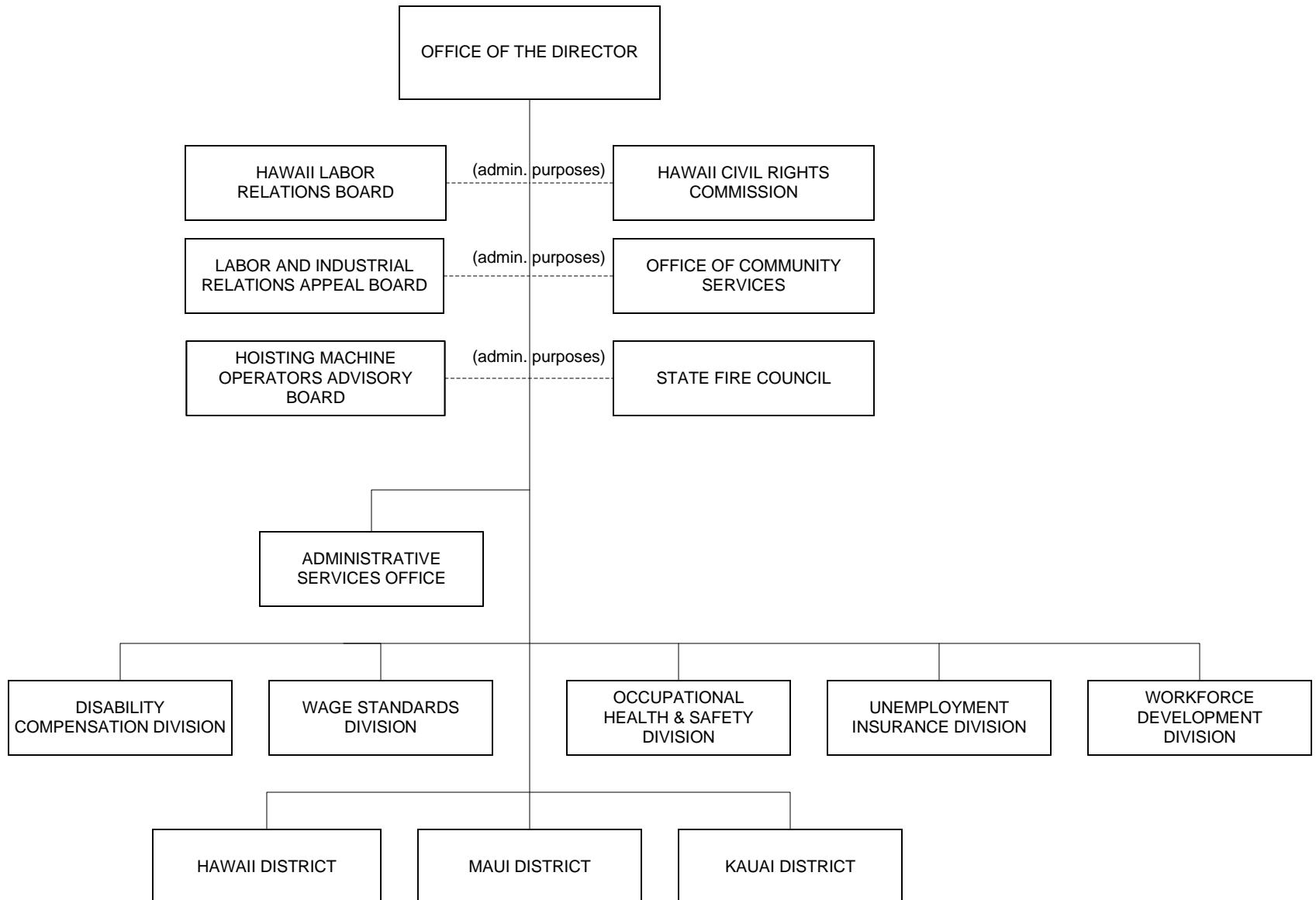




Department of Labor and Industrial Relations

**STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
ORGANIZATION CHART**



DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

Department Summary

Mission Statement

To increase the economic security, physical and economic well-being and productivity of workers and ensure the growth and development of industry.

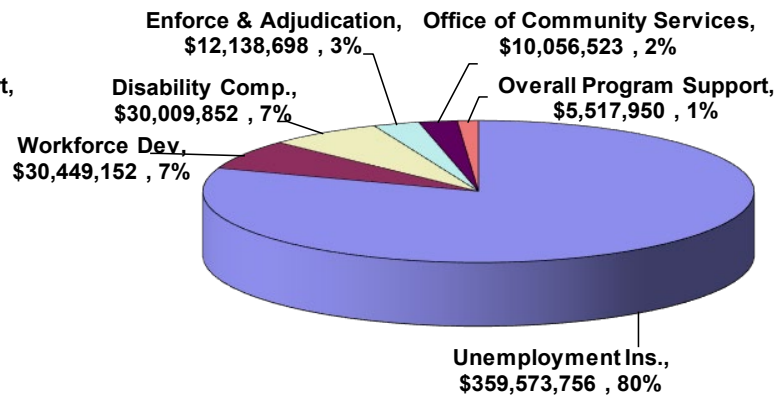
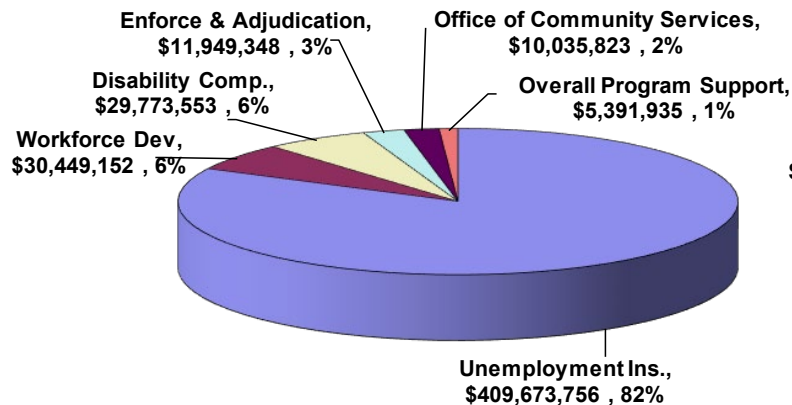
Department Goals

To promote access to employment and assess the needs and skills of the workforce; to alleviate the economic hardship of workers during periods of disability or temporary unemployment; to protect the employment rights of workers and assure a safe and healthy workplace; to develop, deliver and coordinate information to meet labor market supply and demand; and to promote the harmonious working relationship between business, labor, educators, and government agencies.

Significant Measures of Effectiveness

	<u>FY 2024</u>	<u>FY 2025</u>
1. Percentage of job applicants who found jobs	60	60
2. Number of insured employees as a percentage of the total labor force	94	94
3. Percentage of federally mandated statistical reports that meet deadlines	100	100

FB 2023-2025 Operating Budget by Major Program Area
FY 2024 FY 2025



DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

MAJOR FUNCTIONS

- Administers federal and State programs designed to improve the economic security, occupational safety and health, working conditions, and productivity of workers, and maintain favorable labor-management relationships throughout the State.
- Administers comprehensive employment and training services to both job seekers and employers through a system of employment offices located statewide.
- Administers the State Unemployment Insurance program. Ensures that fair hearings before impartial appeals referees are provided to employers and claimants with respect to determinations made by the department regarding unemployment insurance benefits, disaster unemployment insurance, and other security decisions.
- Administers and enforces the State's occupational safety and health laws.
- Administers all activities pertinent to the management of the Workers' Compensation, Temporary Disability Insurance, and Prepaid Health Care laws and programs.
- Administers and enforces State labor laws dealing with wages and other compensation, hours, child labor, family leave, and related rules and regulations.

MAJOR PROGRAM AREAS

The Department of Labor and Industrial Relations has programs in the following major program areas:

Employment

LBR 111	Workforce Development
LBR 143	Hawaii Occupational Safety and Health Program
LBR 152	Wage Standards Program
LBR 153	Hawaii Civil Rights Commission
LBR 161	Hawaii Labor Relations Board
LBR 171	Unemployment Insurance Program

LBR 183	Disability Compensation Program
LBR 812	Labor and Industrial Relations Appeals Board
LBR 902	General Administration
LBR 903	Office of Community Services

Department of Labor and Industrial Relations
(Operating Budget)

		Budget Base FY 2024	Budget Base FY 2025	FY 2024	FY 2025
Funding Sources:	Perm Positions	184.73	184.73	185.73	185.73
	Temp Positions	11.96	11.96	11.96	11.96
General Funds	\$	22,476,431	23,013,905	23,625,263	24,162,737
Special Funds	Perm Positions	-	-	-	-
	Temp Positions	-	-	-	-
	\$	7,743,402	7,743,402	7,743,402	7,743,402
Federal Funds	Perm Positions	263.70	263.70	263.70	263.70
	Temp Positions	38.00	38.00	38.00	38.00
	\$	45,301,226	45,301,226	38,067,000	38,067,000
Other Federal Funds	Perm Positions	53.07	53.07	53.07	53.07
	Temp Positions	6.54	6.54	6.54	6.54
	\$	12,221,941	12,221,941	6,636,941	6,636,941
Trust Funds	Perm Positions	11.00	11.00	11.00	11.00
	Temp Positions	5.00	5.00	5.00	5.00
	\$	415,615,992	365,550,515	415,615,992	365,550,515
Interdepartmental Transfers	Perm Positions	-	-	-	-
	Temp Positions	-	-	-	-
	\$	2,891,173	2,891,173	2,891,173	2,891,173
Revolving Funds	Perm Positions	19.00	19.00	19.00	19.00
	Temp Positions	-	-	-	-
	\$	2,693,796	2,694,163	2,693,796	2,694,163
		531.50	531.50	532.50	532.50
		61.50	61.50	61.50	61.50
Total Requirements		508,943,961	459,416,325	497,273,567	447,745,931

Major Adjustments in the Executive Budget Request: (general funds unless noted)

1. Reduces \$7,234,226 in federal funds and \$5,585,000 in other federal funds in FY 24 and FY 25 in various programs.
2. Adds 1.00 permanent position and \$1,000,000 in FY 24 and FY 25 to fold Act 256, SLH 2022, Relating to Immigrant Resource Centers, into the base budget for Office of Community Services (OCS).
3. Adds \$148,832 in FY 24 and FY 25 for full year funding of new positions added in FY 23 in the OCS and Wage Standards programs.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO:
PROGRAM TITLE:

DEPT OF LABOR AND INDUSTRIAL RELATIONS

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	514.50*	531.50*	532.50*	532.50*	532.5*	532.5*	532.5*	532.5*
	75.50**	61.50**	61.50**	61.50**	61.5**	61.5**	61.5**	61.5**
PERSONAL SERVICES	27,781,076	52,960,279	47,432,019	48,004,383	48,006	48,006	48,006	48,006
OTHER CURRENT EXPENSES	813,258,639	791,185,247	449,841,548	399,741,548	399,740	399,740	399,740	399,740
EQUIPMENT		41,000						
TOTAL OPERATING COST	841,039,715	844,186,526	497,273,567	447,745,931	447,746	447,746	447,746	447,746
BY MEANS OF FINANCING								
	169.73*	184.73*	185.73*	185.73*	185.7*	185.7*	185.7*	185.7*
	14.62**	11.96**	11.96**	11.96**	12.0**	12.0**	12.0**	12.0**
GENERAL FUND	15,131,626	70,284,598	23,625,263	24,162,737	24,162	24,162	24,162	24,162
	*	*	*	*	*	*	*	*
	12.00**	**	**	**	**	**	**	**
SPECIAL FUND	711,181	7,743,402	7,743,402	7,743,402	7,744	7,744	7,744	7,744
	216.70*	263.70*	263.70*	263.70*	263.7*	263.7*	263.7*	263.7*
	16.00**	38.00**	38.00**	38.00**	38.0**	38.0**	38.0**	38.0**
FEDERAL FUNDS	10,032,061	45,301,226	38,067,000	38,067,000	38,067	38,067	38,067	38,067
	66.07*	53.07*	53.07*	53.07*	53.1*	53.1*	53.1*	53.1*
	7.88**	6.54**	6.54**	6.54**	6.5**	6.5**	6.5**	6.5**
OTHER FEDERAL FUNDS	1,336,123	12,221,941	6,636,941	6,636,941	6,637	6,637	6,637	6,637
	20.00*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
COUNTY FUNDS	9,811							
	11.00*	11.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
TRUST FUNDS	697,982,174	703,050,965	415,615,992	365,550,515	365,551	365,551	365,551	365,551
	12.00*	*	*	*	*	*	*	*
	20.00**	**	**	**	**	**	**	**
INTERDEPARTMENTAL TRANSFERS	1,298,531	2,891,173	2,891,173	2,891,173	2,891	2,891	2,891	2,891
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
A R P FUNDS	112,990,653							
	19.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	**	**	**	**	**	**	**	**
REVOLVING FUND	1,547,555	2,693,221	2,693,796	2,694,163	2,694	2,694	2,694	2,694

OPERATING AND CAPITAL EXPENDITURES

PROGRAM ID:
PROGRAM STRUCTURE NO:
PROGRAM TITLE:

DEPT OF LABOR AND INDUSTRIAL RELATIONS

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
TOTAL PERM POSITIONS	514.50*	531.50*	532.50*	532.50*	532.5*	532.5*	532.5*	532.5*
TOTAL TEMP POSITIONS	75.50**	61.50**	61.50**	61.50**	61.5**	61.5**	61.5**	61.5**
TOTAL PROGRAM COST	841,039,715	844,186,526	497,273,567	447,745,931	447,746	447,746	447,746	447,746

Department of Labor and Industrial Relations
(Capital Improvements Budget)

	<u>FY 2024</u>	<u>FY 2025</u>
Funding Sources:		
General Funds		
General Obligation Bonds		
	<hr/>	
Total Requirements	-	-
	<hr/> <hr/>	

Highlights of the Executive CIP Budget Request: (general obligation bonds unless noted)
None.

REQUIRED CAPITAL APPROPRIATIONS - BY CAPITAL PROJECT
IN THOUSANDS OF DOLLARS

PROJECT NUMBER	PRIORITY NUMBER	SCOPE COST ELEMENT/MOF	PROJECT TITLE		BUDGET PERIOD								SUCCEED YEARS
			PROJECT TOTAL	PRIOR YRS	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29	
		PLANS	687	687									
		LAND ACQUISITION	8,274	8,274									
		DESIGN	4,069	4,069									
		CONSTRUCTION	72,695	72,695									
		EQUIPMENT	11,222	11,222									
		TOTAL	96,947	96,947									
		SPECIAL FUND	2,000	2,000									
		G.O. BONDS	92,947	92,947									
		INTERDEPARTMENTAL TRANSFERS	2,000	2,000									



Operating Budget Details

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO: **02**
PROGRAM TITLE: **EMPLOYMENT**

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	514.50*	531.50*	532.50*	532.50*	532.5*	532.5*	532.5*	532.5*
	75.50**	61.50**	61.50**	61.50**	61.5**	61.5**	61.5**	61.5**
PERSONAL SERVICES	27,781,076	52,960,279	47,432,019	48,004,383	48,006	48,006	48,006	48,006
OTHER CURRENT EXPENSES	813,258,639	791,185,247	449,841,548	399,741,548	399,740	399,740	399,740	399,740
EQUIPMENT		41,000						
TOTAL OPERATING COST	841,039,715	844,186,526	497,273,567	447,745,931	447,746	447,746	447,746	447,746
BY MEANS OF FINANCING								
	169.73*	184.73*	185.73*	185.73*	185.7*	185.7*	185.7*	185.7*
	14.62**	11.96**	11.96**	11.96**	12.0**	12.0**	12.0**	12.0**
GENERAL FUND	15,131,626	70,284,598	23,625,263	24,162,737	24,162	24,162	24,162	24,162
	*	*	*	*	*	*	*	*
	12.00**	**	**	**	**	**	**	**
SPECIAL FUND	711,181	7,743,402	7,743,402	7,743,402	7,744	7,744	7,744	7,744
	216.70*	263.70*	263.70*	263.70*	263.7*	263.7*	263.7*	263.7*
	16.00**	38.00**	38.00**	38.00**	38.0**	38.0**	38.0**	38.0**
FEDERAL FUNDS	10,032,061	45,301,226	38,067,000	38,067,000	38,067	38,067	38,067	38,067
	66.07*	53.07*	53.07*	53.07*	53.1*	53.1*	53.1*	53.1*
	7.88**	6.54**	6.54**	6.54**	6.5**	6.5**	6.5**	6.5**
OTHER FEDERAL FUNDS	1,336,123	12,221,941	6,636,941	6,636,941	6,637	6,637	6,637	6,637
	20.00*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
COUNTY FUNDS	9,811							
	11.00*	11.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
TRUST FUNDS	697,982,174	703,050,965	415,615,992	365,550,515	365,551	365,551	365,551	365,551
	12.00*	*	*	*	*	*	*	*
	20.00**	**	**	**	**	**	**	**
INTERDEPARTMENTAL TRANSFERS	1,298,531	2,891,173	2,891,173	2,891,173	2,891	2,891	2,891	2,891
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
A R P FUNDS	112,990,653							
	19.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	**	**	**	**	**	**	**	**
REVOLVING FUND	1,547,555	2,693,221	2,693,796	2,694,163	2,694	2,694	2,694	2,694

OPERATING AND CAPITAL EXPENDITURES

PROGRAM ID:
PROGRAM STRUCTURE NO: 02
PROGRAM TITLE: EMPLOYMENT

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
TOTAL PERM POSITIONS	514.50*	531.50*	532.50*	532.50*	532.5*	532.5*	532.5*	532.5*
TOTAL TEMP POSITIONS	75.50**	61.50**	61.50**	61.50**	61.5**	61.5**	61.5**	61.5**
TOTAL PROGRAM COST	841,039,715	844,186,526	497,273,567	447,745,931	447,746	447,746	447,746	447,746

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO: 0201
PROGRAM TITLE: FULL OPPORTUNITY TO WORK

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	85.00*	91.00*	92.00*	92.00*	92.0*	92.0*	92.0*	92.0*
	43.00**	43.00**	43.00**	43.00**	43.0**	43.0**	43.0**	43.0**
PERSONAL SERVICES	5,131,407	16,030,251	16,259,408	16,280,108	16,280	16,280	16,280	16,280
OTHER CURRENT EXPENSES	3,055,612	76,734,266	24,225,567	24,225,567	24,226	24,226	24,226	24,226
EQUIPMENT		41,000						
TOTAL OPERATING COST	8,187,019	92,805,517	40,484,975	40,505,675	40,506	40,506	40,506	40,506
BY MEANS OF FINANCING								
	5.80*	19.10*	20.10*	20.10*	20.1*	20.1*	20.1*	20.1*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
GENERAL FUND	2,684,466	57,103,744	9,557,156	9,577,856	9,578	9,578	9,578	9,578
	*	*	*	*	*	*	*	*
	2.00**	**	**	**	**	**	**	**
SPECIAL FUND	529,110	5,369,646	5,369,646	5,369,646	5,370	5,370	5,370	5,370
	36.70*	71.20*	71.20*	71.20*	71.2*	71.2*	71.2*	71.2*
	16.00**	38.00**	38.00**	38.00**	38.0**	38.0**	38.0**	38.0**
FEDERAL FUNDS	3,665,101	22,590,954	22,067,000	22,067,000	22,067	22,067	22,067	22,067
	10.50*	0.70*	0.70*	0.70*	0.7*	0.7*	0.7*	0.7*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS		4,850,000	600,000	600,000	600	600	600	600
	20.00*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
COUNTY FUNDS	9,811							
	12.00*	*	*	*	*	*	*	*
	20.00**	**	**	**	**	**	**	**
INTERDEPARTMENTAL TRANSFERS	1,298,531	2,891,173	2,891,173	2,891,173	2,891	2,891	2,891	2,891
TOTAL PERM POSITIONS	85.00*	91.00*	92.00*	92.00*	92.0*	92.0*	92.0*	92.0*
TOTAL TEMP POSITIONS	43.00**	43.00**	43.00**	43.00**	43.0**	43.0**	43.0**	43.0**
TOTAL PROGRAM COST	8,187,019	92,805,517	40,484,975	40,505,675	40,506	40,506	40,506	40,506

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: **LBR111**
 PROGRAM STRUCTURE NO: **020101**
 PROGRAM TITLE: **WORKFORCE DEVELOPMENT**

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	80.00*	81.00*	81.00*	81.00*	81.0*	81.0*	81.0*	81.0*
	34.00**	34.00**	34.00**	34.00**	34.0**	34.0**	34.0**	34.0**
PERSONAL SERVICES	4,356,140	14,833,989	14,833,989	14,833,989	14,834	14,834	14,834	14,834
OTHER CURRENT EXPENSES	844,496	20,753,343	15,615,163	15,615,163	15,615	15,615	15,615	15,615
EQUIPMENT		21,000						
TOTAL OPERATING COST	5,200,636	35,608,332	30,449,152	30,449,152	30,449	30,449	30,449	30,449
BY MEANS OF FINANCING	1.80*	9.10*	9.10*	9.10*	9.1*	9.1*	9.1*	9.1*
	**	**	**	**	**	**	**	**
GENERAL FUND	727,495	6,064,333	6,043,333	6,043,333	6,043	6,043	6,043	6,043
	*	*	*	*	*	*	*	*
SPECIAL FUND	2.00**	**	**	**	**	**	**	**
	529,110	5,364,646	5,364,646	5,364,646	5,365	5,365	5,365	5,365
	35.70*	71.20*	71.20*	71.20*	71.2*	71.2*	71.2*	71.2*
	12.00**	34.00**	34.00**	34.00**	34.0**	34.0**	34.0**	34.0**
FEDERAL FUNDS	2,635,689	16,438,180	15,550,000	15,550,000	15,550	15,550	15,550	15,550
	10.50*	0.70*	0.70*	0.70*	0.7*	0.7*	0.7*	0.7*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS		4,850,000	600,000	600,000	600	600	600	600
	20.00*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
COUNTY FUNDS	9,811							
	12.00*	*	*	*	*	*	*	*
	20.00**	**	**	**	**	**	**	**
INTERDEPARTMENTAL TRANSFERS	1,298,531	2,891,173	2,891,173	2,891,173	2,891	2,891	2,891	2,891
TOTAL PERM POSITIONS	80.00*	81.00*	81.00*	81.00*	81.0*	81.0*	81.0*	81.0*
TOTAL TEMP POSITIONS	34.00**	34.00**	34.00**	34.00**	34.0**	34.0**	34.0**	34.0**
TOTAL PROGRAM COST	5,200,636	35,608,332	30,449,152	30,449,152	30,449	30,449	30,449	30,449

PROGRAM ID: **LBR111**
 PROGRAM STRUCTURE: **020101**
 PROGRAM TITLE: **WORKFORCE DEVELOPMENT**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
MEASURES OF EFFECTIVENESS								
1. % ADULTS EMPLOYED 6 MOS AFTER PROGRAM	63.3	77	77	77	77	77	77	77
2. % ADULTS EMPLOYED 12 MOS AFTER PROGRAM	60.6	65	65	65	65	65	65	65
3. % ADULTS ATTAINING CREDENTIAL	44.6	58	58	58	58	58	58	58
4. % DISLOCATED WORKER EMPLOYED 6 MOS AFTER PROGRAM	63.8	90	90	90	90	90	90	90
5. % APPRENTICES COMPLETING TRAINING & ATTAINING CERTIF	7	6	6	6	6	6	6	6
6. % DISLOCATED WORKER EMPLOYED 12 MOS AFTER PROGRAM	60.3	74	74	74	74	74	74	74
7. % DISLOCATED WORKER ATTAINING CREDENTIAL	61.3	79	79	79	79	79	79	79
8. % YOUTH EDUCATED, TRAINED EMPLOYED 6 MOS AFT PRGRM	64.9	63	63	63	63	63	63	63
9. % YOUTH EDUCATED TRAINED EMPLOYED 12 MOS AFT PRGM	65.8	67	67	67	67	67	67	67
10. % YOUTHS ATTAINING CREDENTIAL	69	45	45	45	45	45	45	45
PROGRAM TARGET GROUPS								
1. JOB APPLICANTS RECEIVING DLIR PLACEMENT ASSISTANCE	4103	3500	3500	3500	3500	3500	3500	3500
2. ADULTS RECEIVING SERVICES	474	300	300	300	300	300	300	300
3. ADULTS MEDIAN EARNINGS 6 MOS AFTER PROGRAM	7122.64	6300	6300	6300	6300	6300	6300	6300
4. ADULT REQUESTING CREDENTIAL	56	40	40	40	40	40	40	40
5. APPRENTICES IN APPRENTICESHIP TRAINING PROGRAMS	6035	6800	6800	6800	6800	6800	6800	6800
6. DISLOCATED WORKER RECEIVING SERVICES	222	180	180	180	180	180	180	180
7. DISLOCATED WORKER MEDIAN EARNINGS 6 MOS AFT PRGRM	8602.01	9100	9100	9100	9100	9100	9100	9100
8. DISLOCATED WORKER REQUESTING CREDENTIAL	31	80	80	80	80	80	80	80
9. YOUTH RECEIVING EDUCATION, TRAINING, EMPLOYMENT	245	300	300	300	300	300	300	300
10. YOUTH REQUESTING CREDENTIAL	58	150	150	150	150	150	150	150
PROGRAM ACTIVITIES								
1. # EMPLOYER ENGAGEMENT CONTACTS	2554	2850	2850	2850	2850	2850	2850	2850
2. # RAPID RESPONSE ORIENTATIONS CONDUCTED	6	30	30	30	30	30	30	30
3. # EMPLOYER JOB POSTING ON HIRE NET	25423	13200	13200	13200	13200	13200	13200	13200
4. NO. OF APPRENTICESHIP PROGRAMS	109	110	110	110	110	110	110	110
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
TAXES	1,455	1,400	1,400	1,400	1,400	1,400	1,400	1,400
REVENUE FROM OTHER AGENCIES: FEDERAL	6,185	4,416	4,416	4,416	4,416	4,416	4,416	4,416
TOTAL PROGRAM REVENUES	7,640	5,816	5,816	5,816	5,816	5,816	5,816	5,816
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
SPECIAL FUNDS	7,137	5,380	5,380	5,380	5,380	5,380	5,380	5,380
ALL OTHER FUNDS	503	436	436	436	436	436	436	436
TOTAL PROGRAM REVENUES	7,640	5,816	5,816	5,816	5,816	5,816	5,816	5,816

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR111: WORKFORCE DEVELOPMENT

02 01 01

A. Statement of Program Objectives

To plan, direct, coordinate, and implement a customer-driven statewide workforce development system with other partners to deliver employment and training services to job applicants, workers, and industries.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 111):

OPERATING BUDGET:

(1) Reduces \$888,180 in FY 24 and FY 25 in federal funds ceiling due to the end of the Summer Youth Employment Program.

(2) Reduces \$4,250,000 in FY 24 and FY 25 in other federal funds ceiling due to the end of the Registered Apprenticeship Program (\$2,000,000), reduction in the Trade Adjustment Assistance Training Program (\$1,500,000), and transfer of the Labor Fair Statistics Program (\$750,000) to the Department of Business, Economic Development and Tourism.

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

* Administer programs for employment, training, apprenticeship and related services; allocate resources; and establish statewide policies.

* Coordinate employment, training, and apprenticeship programs within the State and partners to maximize the use of resources and improve the delivery of services.

* Register, assess, and counsel job seekers, as needed, to assist them in developing and implementing employment plans.

* Solicit and receive job orders from employers, and recruit, screen, select, and refer job seekers to job openings, training, and apprenticeship programs.

* Monitor programs as required and provide technical assistance for the maintenance and operation of approved programs.

D. Statement of Key Policies Pursued

The following key policies pursued by various programs under LBR 111 relate to the Hawaii State Plan for Employment:

Objective A: Improve the Qualifications of Entry Level Workers and Their Transition to Employment.

Objective B: Develop and Deliver Education, Training, and Related Services to Ensure and Maintain a Quality and Competitive Workforce.

Objective C: Improve Labor Exchange.

Objective D: Improve Planning of Economic Development, Employment, and Training Activities.

E. Identification of Important Program Relationships

Workforce Development programs maintain close relationships with federal, county and private sector agencies.

The primary source of program funds is from federal appropriations provided through the U.S. Department of Labor. Staff works closely with federal representatives in administering the various programs. Some federal funds are provided to private, nonprofit agencies to service special groups such as older individuals. Apprenticeship program staff maintains close working relationships with various labor unions and non-union employer organizations. Employment and Training Fund program staff works with business and industry representatives and training providers to develop training programs for the private sector and their employees.

F. Description of Major External Trends Affecting the Program

The state of the economy, both locally and nationally, affects the amount of federal funds received. This affects the level of expenditures and the number of individuals who can be served.

Program Plan Narrative

LBR111: WORKFORCE DEVELOPMENT

02 01 01

G. Discussion of Cost, Effectiveness, and Program Size Data

Employment outcomes for training programs and labor exchange generally improved slightly from prior years because of the decreasing unemployment rate and new jobs being created. The outcomes generally fell within 80% of the levels negotiated with the federal government, which is considered to be a satisfactory performance.

H. Discussion of Program Revenues

Act 68, SLH 1991, established an Employment and Training Fund to assist employers in upgrading workers' skills. Program funds are obtained from a tax on employers collected through the unemployment insurance system.

I. Summary of Analysis Performed

Despite the slowly improving economy, performance generally fell within or exceeded acceptable levels as defined by the federal government.

J. Further Considerations

There are no further considerations at this time.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: **LBR903**
 PROGRAM STRUCTURE NO: **020104**
 PROGRAM TITLE: **OFFICE OF COMMUNITY SERVICES**

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	5.00*	10.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
	9.00**	9.00**	9.00**	9.00**	9.0**	9.0**	9.0**	9.0**
PERSONAL SERVICES	775,267	1,196,262	1,425,419	1,446,119	1,446	1,446	1,446	1,446
OTHER CURRENT EXPENSES	2,211,116	55,980,923	8,610,404	8,610,404	8,611	8,611	8,611	8,611
EQUIPMENT		20,000						
TOTAL OPERATING COST	2,986,383	57,197,185	10,035,823	10,056,523	10,057	10,057	10,057	10,057
BY MEANS OF FINANCING								
	4.00*	10.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
GENERAL FUND	1,956,971	51,039,411	3,513,823	3,534,523	3,535	3,535	3,535	3,535
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND		5,000	5,000	5,000	5	5	5	5
	1.00*	*	*	*	*	*	*	*
	4.00**	4.00**	4.00**	4.00**	4.0**	4.0**	4.0**	4.0**
FEDERAL FUNDS	1,029,412	6,152,774	6,517,000	6,517,000	6,517	6,517	6,517	6,517
TOTAL PERM POSITIONS	5.00*	10.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
TOTAL TEMP POSITIONS	9.00**	9.00**	9.00**	9.00**	9.0**	9.0**	9.0**	9.0**
TOTAL PROGRAM COST	2,986,383	57,197,185	10,035,823	10,056,523	10,057	10,057	10,057	10,057

PROGRAM ID: **LBR903**
 PROGRAM STRUCTURE: **020104**
 PROGRAM TITLE: **OFFICE OF COMMUNITY SERVICES**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
MEASURES OF EFFECTIVENESS								
1. % PERSONS EMPLOYED THRU OCS	316	320	320	320	320	320	320	320
2. % PERSONS PROVIDED FOOD THRU OCS	859794	852000	852000	852000	852000	852000	852000	852000
3. % GIA FUNDS EXPENDED/CONTRACTED AMT	38	13	13	13	13	13	13	13
PROGRAM TARGET GROUPS								
1. # NON-PROFIT ORG RECV GIA FUNDS THRU OCS	51	165	165	165	165	165	165	165
2. # PERSONS RECV SVCS THRU OCS	891197	885910	885910	885910	885910	885910	885910	885910
3. # PERSONS PROV EMPLOYMENT SVCS THRU OCS	581	585	585	585	585	585	585	585
PROGRAM ACTIVITIES								
1. # FEDERAL GRANTS AWARDED TO THE OCS	8	10	10	10	10	10	10	10
2. \$ AMT OF FED GRANTS AWARDED TO THE OCS (\$M)	6.9	10.3	10.3	10.3	10.3	10.3	10.3	10.3
3. # FEDERALLY-FUNDED CONTRACT ADMINISTERED BY OCS	29	33	33	33	33	33	33	33
4. # STATE-FUNDED CONTRACTS ADMINISTERED BY THE OCS	62	195	195	195	195	195	195	195
5. \$ AMT OF STATE CONTRACTS ADMINISTERED BY OCS (\$M)	19.7	50.3	50.3	50.3	50.3	50.3	50.3	50.3
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUE FROM OTHER AGENCIES: FEDERAL	6,955							
FINES, FORFEITS AND PENALTIES		2						
TOTAL PROGRAM REVENUES	6,955	2						
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
SPECIAL FUNDS	6,805	2						
ALL OTHER FUNDS	150							
TOTAL PROGRAM REVENUES	6,955	2						

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR903: OFFICE OF COMMUNITY SERVICES

02 01 04

A. Statement of Program Objectives

To facilitate and enhance the development, delivery and coordination of effective programs for the economically disadvantaged, immigrants, and refugees, to achieve economic self-sufficiency.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 903):

OPERATING BUDGET:

(1) Adds \$364,226 in FY 24 and FY 25 for a federal fund ceiling increase for the following federal awards: Community Service Block Grant (\$162,000), Community Assistance Program - Temporary Emergency Food Assistance Program (\$117,226), Weatherization Assistance Program - Hawaii (\$69,000), and Refugee Assistance Care and Medical Program (\$16,000), based on current grants.

(2) Adds \$132,500 in FY 24 and FY 25 for full-year funding of five new FY 23 positions added in Act 248, SLH 2022. The positions include 4.00 program specialists and 1.00 fiscal clerk to administer the grant-in-aid (GIA) awards approved by the Legislature.

(3) Adds 1.00 permanent position and \$1,000,000 in FY 24 and FY 25 to continue the Immigrant Resource Centers program per Act 256, SLH 2022.

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

By statute, Chapter 371, HRS, the Office of Community Services (OCS) is charged to:

- * Establish statewide goals and objectives relating to economically disadvantaged persons, immigrants, and refugees.
- * Study the facts concerning the needs of disadvantaged persons, immigrants, and refugees in the State through adequate research studies.

- * Review legislation pertaining to programs within the purview of the office and appropriations made for services to disadvantaged persons, immigrants, and refugees. Recommend necessary additions and revisions, and report to the Governor regarding such Legislation.

- * Evaluate the availability, adequacy, and accessibility of all services for disadvantaged persons, immigrants, and refugees in the State.

- * Assist and coordinate the efforts of all services for disadvantaged persons, immigrants, and refugees in the State.

- * Establish and maintain contacts with local, State, and federal officials and public and private agencies concerned with the planning for disadvantaged persons, immigrants, and refugees.

- * Monitor the performance of all agencies receiving funds through the program as it relates to the delivery of services to disadvantaged persons, immigrants, and refugees.

- * Encourage and foster local action on behalf of disadvantaged persons, immigrants, and refugees.

D. Statement of Key Policies Pursued

- * To empower low-income/disadvantaged persons, immigrant, and refugee individuals and families to advance them toward economic and social self-sufficiency.

- * To empower low-income/disadvantaged persons, immigrant, and refugee individuals and families to have access to government and public and private services.

- * To empower communities in an effort to reduce high unemployment, low educational achievement, and dependence on financial assistance.

E. Identification of Important Program Relationships

OCS is responsible for contracting services with private agencies possessing appropriate capabilities to responsibly and effectively operate federal and State human service programs.

Program Plan Narrative

LBR903: OFFICE OF COMMUNITY SERVICES

02 01 04

F. Description of Major External Trends Affecting the Program

Due to COVID-19, two federally funded programs that are being administered by OCS received supplemental funding which resulted in more awards for OCS to administer. In addition, the office was assigned to administer another Food Distribution program, funded through the American Rescue Plan Act.

The lingering effects of the COVID-19 pandemic continue to impact the economic status of people, particularly the economically disadvantaged population.

Furthermore, the 2022 Hawaii Legislature assigned all 188 GIAs, authorized in Act 248, SLH 2022, to OCS for administration.

G. Discussion of Cost, Effectiveness, and Program Size Data

For the Employment Service, the largest purchase of services run by OCS, the office has used a performance-based payment methodology. This practice directly relates payments to documentation of achievements in client progress at specific rates. Thus, measures of effectiveness must be completed as a condition of payment, and each dollar spent is a reflection of a completed outcome and not an associated administrative or personnel cost.

For the GIA program, OCS received five additional staff in FY 23 per Act 248, SLH 2022. This will help towards the effective administration of the program. OCS would like to have a 1:25 ratio, 1 program specialist per 25 grants.

H. Discussion of Program Revenues

Program revenues continue to be from federal grants. Future funding allocations by the federal government continue to be uncertain.

I. Summary of Analysis Performed

Community Needs Assessment Reports are conducted annually through the Community Action Agencies in each county under the Community Services Block Grant program. This program offers the broadest array of services for Hawaii's low-income population and represents the single

largest grant administered by OCS at approximately \$3.9 million each year. These reports present data on the characteristics and needs of low-income individuals and families in each agency's service area. The major needs identified in the reports were: affordable housing, employment support services, education (ranging from early childhood development to adult and higher education), drug/alcohol abuse awareness and prevention, affordable and accessible transportation services (to and from work, care centers, or doctor/dentist appointments), food nutrition, utility bill assistance, and access to quality healthcare.

Service providers use this information to enhance or develop programs to meet the major needs. Some examples include: Hawaii Community Action Program's Science Technology Engineering and Math afterschool program for kids in grades 2-8; Hawaii County Economic Opportunity Council's housing preservation, weatherization and transportation assistance programs; and Maui Economic Opportunity, Inc.'s, efforts to incorporate substance abuse and awareness in all programs involving at-risk populations.

J. Further Considerations

OCS continues to face uncertainty associated with federal funding allocations. Additional requirements, such as increased volume of GIA and capital improvement project awards/contracts, assisting food program providers with administering their programs, and more attention to grant monitoring, has increased the workload. Despite this, OCS continues to strive to develop and administer community-responsive programming.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO: 0202
PROGRAM TITLE: ENFORCEMENT OF LABOR LAWS

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	97.00*	98.00*	98.00*	98.00*	98.0*	98.0*	98.0*	98.0*
	6.50**	5.50**	5.50**	5.50**	5.5**	5.5**	5.5**	5.5**
PERSONAL SERVICES	4,896,142	7,467,335	7,739,496	7,892,224	7,893	7,893	7,893	7,893
OTHER CURRENT EXPENSES	1,300,077	3,463,977	2,128,977	2,128,977	2,128	2,128	2,128	2,128
TOTAL OPERATING COST	6,196,219	10,931,312	9,868,473	10,021,201	10,021	10,021	10,021	10,021
BY MEANS OF FINANCING	57.10*	58.80*	58.80*	58.80*	58.8*	58.8*	58.8*	58.8*
	1.50**	0.50**	0.50**	0.50**	0.5**	0.5**	0.5**	0.5**
GENERAL FUND	3,525,673	4,153,091	4,424,677	4,577,038	4,577	4,577	4,577	4,577
	20.90*	20.20*	20.20*	20.20*	20.2*	20.2*	20.2*	20.2*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
OTHER FEDERAL FUNDS	1,122,991	4,085,000	2,750,000	2,750,000	2,750	2,750	2,750	2,750
	19.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	**	**	**	**	**	**	**	**
REVOLVING FUND	1,547,555	2,693,221	2,693,796	2,694,163	2,694	2,694	2,694	2,694
TOTAL PERM POSITIONS	97.00*	98.00*	98.00*	98.00*	98.0*	98.0*	98.0*	98.0*
TOTAL TEMP POSITIONS	6.50**	5.50**	5.50**	5.50**	5.5**	5.5**	5.5**	5.5**
TOTAL PROGRAM COST	6,196,219	10,931,312	9,868,473	10,021,201	10,021	10,021	10,021	10,021

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO:
PROGRAM TITLE:

LBR143
020201
HI OCCUPATIONAL SAFETY & HEALTH PROGRAM

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	57.00*	56.00*	56.00*	56.00*	56.0*	56.0*	56.0*	56.0*
	0.50**	0.50**	0.50**	0.50**	0.5**	0.5**	0.5**	0.5**
PERSONAL SERVICES	2,813,241	4,445,823	4,525,027	4,574,651	4,575	4,575	4,575	4,575
OTHER CURRENT EXPENSES	1,059,172	3,037,716	1,912,716	1,912,716	1,912	1,912	1,912	1,912
TOTAL OPERATING COST	3,872,413	7,483,539	6,437,743	6,487,367	6,487	6,487	6,487	6,487
BY MEANS OF FINANCING								
	17.60*	17.30*	17.30*	17.30*	17.3*	17.3*	17.3*	17.3*
	0.50**	0.50**	0.50**	0.50**	0.5**	0.5**	0.5**	0.5**
GENERAL FUND	1,201,867	1,265,318	1,343,947	1,393,204	1,393	1,393	1,393	1,393
	20.40*	19.70*	19.70*	19.70*	19.7*	19.7*	19.7*	19.7*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS	1,122,991	3,525,000	2,400,000	2,400,000	2,400	2,400	2,400	2,400
	19.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	**	**	**	**	**	**	**	**
REVOLVING FUND	1,547,555	2,693,221	2,693,796	2,694,163	2,694	2,694	2,694	2,694
TOTAL PERM POSITIONS	57.00*	56.00*	56.00*	56.00*	56.0*	56.0*	56.0*	56.0*
TOTAL TEMP POSITIONS	0.50**	0.50**	0.50**	0.50**	0.5**	0.5**	0.5**	0.5**
TOTAL PROGRAM COST	3,872,413	7,483,539	6,437,743	6,487,367	6,487	6,487	6,487	6,487

PROGRAM ID: **LBR143**
 PROGRAM STRUCTURE: **020201**
 PROGRAM TITLE: **HAWAII OCCUPATIONAL SAFETY AND HEALTH PROGRAM**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
MEASURES OF EFFECTIVENESS								
1. ACCIDENT, INJURY/ILLNESS RATE PER 100 EMPLOYEES	2.9	3	3	3	3	3	3	3
2. WORKDAYS LOST PER 100 EMPLOYEES	1.8	2	2	2	2	2	2	2
3. WORK-RELATED FATALITIES PER 100,000 EMPLOYEES	2.9	20	20	20	20	20	20	20
4. AVERAGE WORKERS' COMPENSATION COSTS	11904	12200	12200	12200	12200	12200	12200	12200
5. % OF ELEVATORS INSPECTED	31.87	50	50	50	50	50	50	50
6. % OF BOILER AND PRESSURE VESSELS INSPECTED	77.5	80	80	80	80	80	80	80
PROGRAM TARGET GROUPS								
1. COVERED CIVILIAN WORK FORCE EXCEPT FED/MARITIME	524990	600000	600000	600000	600000	600000	600000	600000
2. COVERED EMPLOYERS EXCLUDING FEDERAL AND MARITIME	35188	40000	40000	40000	40000	40000	40000	40000
3. # ELEVATORS, BOILERS, ETC. IN STATE	18930	19000	19000	19000	19000	19000	19000	19000
4. HMOAB CERTIFIED WORKERS	285	300	300	300	300	300	300	300
PROGRAM ACTIVITIES								
1. # OF SAFETY/HEALTH COMPLIANCE INSPECTIONS	389	400	400	400	400	400	400	400
2. # SAFETY/HEALTH COMPLIANCE ASSISTANCE CONSULTATION	82	85	85	85	85	85	85	85
3. # FATALITY/CATASTROPHE INVESTGTNS FOR SAFETY/HTH	4	5	5	5	5	5	5	5
4. # DISCRIMINATION INVESTIGATIONS FOR SAFETY/HTH	30	15	15	15	15	15	15	15
5. # OF SAFETY AND HEALTH HAZARDS CORRECTED	822	800	800	800	800	800	800	800
6. # OF ELEVATOR/ETC. INSPECTIONS	2719	4100	4100	4100	4100	4100	4100	4100
7. # OF BOILER AND PRESSURE VESSEL INSPECTIONS	5580	4500	4500	4500	4500	4500	4500	4500
8. # OF COMPLAINTS SATISFIED WITH TIMELY RESPONSES	47	40	40	40	40	40	40	40
9. # OF HMOAB NEW/RENEW APPLICAITONS PROCESSED	142	150	150	150	150	150	150	150
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUES FROM THE USE OF MONEY AND PROPERTY	5	5	5	5	5	5	5	5
REVENUE FROM OTHER AGENCIES: FEDERAL	1,926	1,635	1,635	1,635	1,635	1,635	1,635	1,635
CHARGES FOR CURRENT SERVICES	2,058	2,190	2,040	2,040	2,040	2,040	2,040	2,040
FINES, FORFEITS AND PENALTIES	1,670	1,800	1,800	1,800	1,800	1,800	1,800	1,800
TOTAL PROGRAM REVENUES	5,659	5,630	5,480	5,480	5,480	5,480	5,480	5,480
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
GENERAL FUNDS	1,780	1,960	1,810	1,810	1,810	1,810	1,810	1,810
ALL OTHER FUNDS	3,879	3,670	3,670	3,670	3,670	3,670	3,670	3,670
TOTAL PROGRAM REVENUES	5,659	5,630	5,480	5,480	5,480	5,480	5,480	5,480

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR143: HI OCCUPATIONAL SAFETY & HEALTH PROGRAM

02 02 01

A. Statement of Program Objectives

To ensure every employee safe and healthful working conditions; and the safe operation and use of boilers, pressure systems, amusement rides, elevators, and kindred equipment.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 143):

OPERATING BUDGET:

Reduces \$1,125,000 in FY 24 and FY 25 in other federal funds ceiling for the Occupational Safety and Health Program based on current grant awards.

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

* The program promotes voluntary compliance with Chapter 396, HRS, and with the nationally recognized standards adopted by the program by providing consultation and compliance assistance through training, education, information, and outreach activities. The program reinforces employers' voluntary compliance through compliance inspections with citations and penalties. The program also investigates employee complaints regarding workplace hazards and fatalities/catastrophes to determine root causes of accidents and to prevent their recurrence.

* The program inspects boilers and pressure vessels, elevators and kindred equipment, and amusement rides for safety of equipment and operation in accordance with Chapter 397, HRS, and with nationally recognized standards adopted by the program to protect the public.

* The program issues Certificates of Fitness for blasters and pyrotechnics/special affects specialists to protect employees and the public.

* The Hoisting Machine Operators' Advisory Board issues certificates to crane operators and reviews the department's activities related to hoisting machines.

D. Statement of Key Policies Pursued

Pursuant to the Employment Functional Plan, the program improves the quality of life for workers and families. The objective of the program activities is to maintain life and prevent injury and illness to workers and the public.

E. Identification of Important Program Relationships

The State can administer its own occupational safety and health program because the department met the minimum requirements set forth by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA), and received 18(e) status. In exchange, OSHA provides up to 50% of the funding for the program. OSHA regularly evaluates the program to ensure that the department uses the funds efficiently and effectively and that the program is "as effective as" OSHA.

F. Description of Major External Trends Affecting the Program

* The shortage of qualified applicants and the pay differential with the private sector affects the program's ability to recruit and retain employees for the professional positions. The program also expends significant monies to train its professional employees.

* Small business is concerned about the effect of government regulation on business vitality, the creation of new jobs, and workers' compensation costs.

G. Discussion of Cost, Effectiveness, and Program Size Data

None. The program mandates are to prevent the loss of life and property in the most efficient way.

H. Discussion of Program Revenues

* Occupational Safety and Health penalties.

* Boiler and Elevator permits and fees.

* Explosives Certification fees.

* Hoisting Machine Operators Certification fees.

Program Plan Narrative

LBR143: HI OCCUPATIONAL SAFETY & HEALTH PROGRAM

02 02 01

I. Summary of Analysis Performed

This program has not conducted an in-depth analysis.

J. Further Considerations

* Occupational Safety and Health: Because the retention of qualified professional staff is a challenge, the program has directed its resources to the most hazardous industries. The program has also leveraged its resources by collaborating with industry, unions, associations, and insurance companies and by using incentive programs, such as the Voluntary Protection Program and the Safety and Health Achievement Recognition Program, to promote mutually beneficial objectives and to foster voluntary compliance.

* Boiler and Elevator Safety: Chapter 397, HRS, mandates the frequency of safety and annual inspections for boilers and pressure vessels and elevators and kindred equipment. The program has a staff of 14 elevator and 4 boiler inspectors to meet the current workload. Act 103, SLH 2012, established the Boiler and Elevator Special Fund to collect inspection fees and pay for all program costs.

PROGRAM ID: LBR152
PROGRAM STRUCTURE NO: 020202
PROGRAM TITLE: WAGE STANDARDS PROGRAM

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	17.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	1.00**	0.00**	0.00**	0.00**	0.0**	0.0**	0.0**	0.0**
PERSONAL SERVICES	822,046	1,169,878	1,266,115	1,310,090	1,310	1,310	1,310	1,310
OTHER CURRENT EXPENSES	80,111	30,111	30,111	30,111	30	30	30	30
TOTAL OPERATING COST	902,157	1,199,989	1,296,226	1,340,201	1,340	1,340	1,340	1,340
BY MEANS OF FINANCING	17.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	1.00**	**	**	**	**	**	**	**
GENERAL FUND	902,157	1,199,989	1,296,226	1,340,201	1,340	1,340	1,340	1,340
TOTAL PERM POSITIONS	17.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
TOTAL TEMP POSITIONS	1.00**	**	**	**	**	**	**	**
TOTAL PROGRAM COST	902,157	1,199,989	1,296,226	1,340,201	1,340	1,340	1,340	1,340

PROGRAM ID: **LBR152**
 PROGRAM STRUCTURE: **020202**
 PROGRAM TITLE: **WAGE STANDARDS PROGRAM**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
MEASURES OF EFFECTIVENESS								
1. COMPLAINT RATE (PER 100,000 LABOR FORCE - WAGES)	38	34	34	34	34	34	34	34
2. COMPLAINT RATE (PER 100,000 LABOR FORCE-HEARINGS)	2	4	4	4	4	4	4	4
3. % OF WAGE FINDINGS WITHIN 100 DAYS OF COMPLAINT	74	74	74	74	74	74	74	74
4. % OF WORKR INJURY TERMNTN DECN W/N 100 DAYS OF HRG	0	100	100	100	100	100	100	100
5. % OF MONETARY VIOLATIONS /100 EMPLYRS INVESTIGATED	38	38	38	38	38	38	38	38
6. % OF CHAPTER 104 FINDINGS W/N 195 DYS OF COMPLAINT	5	5	5	5	5	5	5	5
7. CHILD LABOR VIOLATION RATE (PER 10,000 MINORS)	5	3	3	3	3	3	3	3
8. % OF SATISFIED CUSTOMERS	100	94	94	94	94	94	94	94
PROGRAM TARGET GROUPS								
1. TOTAL NO. OF EMPLOYERS	3930	39400	39400	39400	39400	39400	39400	39400
2. TOTAL NO. OF LABOR FORCE (THOUSANDS)	573	582	582	582	582	582	582	582
3. TOTAL NO. OF COMPLAINTS (WAGES)	227	205	205	205	205	205	205	205
4. TOTAL NO. OF COMPLAINTS & APPEALS	11	25	25	25	25	25	25	25
5. TOTAL NO. OF MINORS (14 - 17 YEARS)	64471	64560	64560	64560	64560	64560	64560	64560
PROGRAM ACTIVITIES								
1. INVESTIGATIONS COMPLETED	157	193	193	193	193	193	193	193
2. CERTIFICATES ISSUED	11622	11170	11170	11170	11170	11170	11170	11170
3. COMPLAINT AND APPEAL HEARINGS	41	64	64	64	64	64	64	64
4. ENROLLEES AT EDUCATIONAL WORKSHOPS	203	150	150	150	150	150	150	150

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR152: WAGE STANDARDS PROGRAM

02 02 02

A. Statement of Program Objectives

To assure workers of their lawful rights and benefits related to wages, safeguard against unlawful employment practices and protect young workers, and promote voluntary compliance by educating and assisting employers.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 152):

OPERATING BUDGET:

Adds \$16,332 in FY 24 and FY 25 for full-year funding for a new FY 23 position added in Act 248, SLH 2022 (Intake and Certification Branch).

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

Major activities include: (1) investigation and hearing of complaints relating to minimum wage, overtime, unpaid wages, child labor, prevailing wages and hours on government construction projects, work injury termination, family leave, and lie detector tests; (2) issuing certificates for child labor, timely payment of wages, and special minimum rates; (3) random compliance checks; and (4) educational workshops to promote voluntary compliance.

D. Statement of Key Policies Pursued

The objectives and policies of Sections 226-6(a)(1) and 226-6(b)(11), HRS, will be achieved through the major activities of the program in order to promote and maintain quality of work life standards.

E. Identification of Important Program Relationships

Coordination with the U.S. Department of Labor and the State Department of Education (DOE) is important to the certification and monitoring of working minors by the program under the Hawaii Child Labor Law. Reaching out to educate employers and parents of working teens is essential in starting and keeping minors safe as they enter the workforce.

Coordination with State and county contracting agencies is essential to effective enforcement of Chapter 104, HRS, Wages and Hours of Employees on Public Works Law. Memoranda of Agreements have been signed with the Department of Transportation, the Department of Accounting and General Services, and DOE that are the major State contracting agencies.

F. Description of Major External Trends Affecting the Program

Nationally and locally, the slowing economic conditions cause an increase in the number of unpaid wage claims the program handles as employers struggle against bankruptcy.

Construction of public works in Hawaii is steady. As work in the private sector slows down, contractors will look to participate in more bidding of public works. Enforcing the Wages and Hours of Employees on Public Works Law, Chapter 104, HRS, must focus on prevention to ensure appropriate wages are bid and paid on site since the number of investigation specialists has never been lower. The use of the internet to provide appropriate information and education for contractors that is available to them at their convenience continues to be a pressing force.

Changes in federal overtime rules, Davis-Bacon policies, the federal Family and Medical Leave Act, Employee Retirement and Security Act preemption issues, and court challenges to the statute are other external trends which affect the program.

Concern about adequate and timely enforcement of laws protecting employees' rights and benefits continues to be a priority of the program. In addition to accommodating requests for information and consultation services, the program has promoted voluntary compliance through education and by instructing employers to conduct self audits of payrolls before violations are found.

Program Plan Narrative

LBR152: WAGE STANDARDS PROGRAM

02 02 02

G. Discussion of Cost, Effectiveness, and Program Size Data

Program effectiveness is measured by the time it takes to notify complainants of investigation findings and of decisions rendered after hearings. Public satisfaction derived from the collection of back wages for workers as well as savings to employers when costly violations are prevented through compliance checks and educational activities are quantified in voluntary surveys to reflect total program effectiveness.

Program size is reflected in the target groups and number of investigations and hearings conducted, certificates issued, and attendance at educational workshops.

H. Discussion of Program Revenues

Projected collections for penalties on violations of Chapter 104, HRS, are approximately \$25,000 per year for the fiscal biennium.

I. Summary of Analysis Performed

No new in-depth analyses have been performed at this time.

J. Further Considerations

As a core program within the department, the program serves employees who would otherwise not have the funds, knowledge or ability in obtaining what has already been earned but not received.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: **LBR153**
 PROGRAM STRUCTURE NO: **020203**
 PROGRAM TITLE: **HAWAII CIVIL RIGHTS COMMISSION**

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	23.00*	23.00*	23.00*	23.00*	23.0*	23.0*	23.0*	23.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
PERSONAL SERVICES	1,260,855	1,851,634	1,948,354	2,007,483	2,008	2,008	2,008	2,008
OTHER CURRENT EXPENSES	160,794	396,150	186,150	186,150	186	186	186	186
TOTAL OPERATING COST	1,421,649	2,247,784	2,134,504	2,193,633	2,194	2,194	2,194	2,194
BY MEANS OF FINANCING	22.50*	22.50*	22.50*	22.50*	22.5*	22.5*	22.5*	22.5*
	**	**	**	**	**	**	**	**
GENERAL FUND	1,421,649	1,687,784	1,784,504	1,843,633	1,844	1,844	1,844	1,844
	0.50*	0.50*	0.50*	0.50*	0.5*	0.5*	0.5*	0.5*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
OTHER FEDERAL FUNDS		560,000	350,000	350,000	350	350	350	350
TOTAL PERM POSITIONS	23.00*	23.00*	23.00*	23.00*	23.0*	23.0*	23.0*	23.0*
TOTAL TEMP POSITIONS	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
TOTAL PROGRAM COST	1,421,649	2,247,784	2,134,504	2,193,633	2,194	2,194	2,194	2,194

PROGRAM ID: **LBR153**
 PROGRAM STRUCTURE: **020203**
 PROGRAM TITLE: **HAWAII CIVIL RIGHTS COMMISSION**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
MEASURES OF EFFECTIVENESS								
1. % EMPLOY DISCRIM INVESTIG COMPLETED W/IN 1 YR	49	70	70	70	70	70	70	70
2. % FAIR HSG DISCRIM INVESTIG COMPLETED W/IN 150 DAY	31	70	70	70	70	70	70	70
3. % PUBLIC ACCOM DISCRIM INVESTIG COMPLETED W/IN 1YR	65	75	75	75	75	75	75	75
4. % STATE SVC DISCRIM INVESTIG COMPLETED W/IN 1 YR	100	75	75	75	75	75	75	75
PROGRAM TARGET GROUPS								
1. # EMPLOYMENT DISCRIM COMPLAINTS FILED ANNUALLY	139	230	230	230	230	230	230	230
2. # FAIR HOUSING DISCRIM COMPLAINTS FILED ANNUALLY	41	40	40	40	40	40	40	40
3. # PUBLIC ACCOMM DISCRIM COMPLAINTS FILED ANNUALLY	32	25	25	25	25	25	25	25
4. # STATE SVCS DISCRIM COMPLAINTS FILED ANNUALLY	5	5	5	5	5	5	5	5
PROGRAM ACTIVITIES								
1. #INVESTIG/CLOSING EMPLOY DISCRIM CASES 368-3,HRS	179	170	170	170	170	170	170	170
2. #INVESTIG/CLOSING FAIR HSG DISCRIM CASES 368-3,HRS	42	25	25	25	25	25	25	5
3. #INVESTIG/CLOSING ACCOMM DISCRIM CASES 368-3,HRS	34	15	15	15	15	15	15	15
4. #INVESTIG/CLOSING STATE SVC DISCRIM CASE 368-3,HRS	1	5	5	5	5	5	5	5
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUE FROM OTHER AGENCIES: FEDERAL	348	370	370	370	370	370	370	370
TOTAL PROGRAM REVENUES	348	370	370	370	370	370	370	370
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
ALL OTHER FUNDS	348	370	370	370	370	370	370	370
TOTAL PROGRAM REVENUES	348	370	370	370	370	370	370	370

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR153: HAWAII CIVIL RIGHTS COMMISSION

02 02 03

A. Statement of Program Objectives

To safeguard and assure the rights of the public against discriminatory practices due to race, color, religion, age, sex, marital status, national origin, ancestry, or handicapped status in employment, housing, public accommodations, and State-funded services through enforcement of anti-discrimination laws and providing public education and outreach.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 153):

OPERATING BUDGET:

Reduces \$210,000 in FY 24 and FY 25 in other federal funds ceiling relating to the following awards: Fair Hearing Assistance Program (\$130,000) and Equal Employment Opportunity Commission (EEOC) (\$80,000), based on current grant awards.

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

The major powers and functions of the Hawaii Civil Rights Commission (HCRC):

* To receive, investigate and conciliate complaints alleging any unlawful discriminatory practice under Chapters 489 and 515, Part 1 of Chapter 378, and Section 368-1.5, HRS.

* To hold hearings in accordance with Chapter 91, HRS, and make inquiries, and for the purpose of these hearings and inquiries, administer oaths and affirmations, issue subpoenas, examine witnesses under oath and require answers to interrogatories.

* To order appropriate legal and equitable relief or affirmative action when a violation is found.

* To commence action in Circuit Court to seek appropriate relief including the enforcement of any HCRC order.

* To issue publications and results of investigations and research that will promote goodwill and minimize or eliminate discrimination in employment, housing, and public accommodations and State-funded services.

D. Statement of Key Policies Pursued

Chapter 368, HRS, and Hawaii Administrative Rules, Chapter 12-46, provide statutory and regulatory authority for the HCRC's acceptance, investigation, and adjudication of complaints relating to alleged discriminatory practices in employment, housing, public accommodations and access to services receiving State financial assistance. Chapter 368, HRS, also provides that any final order of the HCRC may be appealed before the Circuit Court and such order will be defended by the HCRC. In addition, the HCRC is required by Chapter 368, HRS, to conduct compliance reviews not later than one year from the date of a conciliation agreement, or after the date of a final order to cease an unlawful practice and to implement appropriate affirmative relief.

E. Identification of Important Program Relationships

The HCRC is required under its administrative rules to have a clear division of its enforcement and adjudicatory functions and between the HCRC staff who carry out these functions. In addition, the HCRC investigators and attorneys involved in the prosecution of a complaint are prohibited from having any discussions or advising the Commissioners on the complaint outside of the contested case hearing process.

The HCRC is also bound by Chapter 368, HRS, to resolve complaints through conciliation. The HCRC is further charged with conducting public education activities to alert and inform the public at large of their rights and responsibilities under the State's discrimination laws.

Finally, the HCRC has work share contracts with the U.S. EEOC and U.S. Department of Housing and Urban Development to enforce federal employment and fair housing laws in concert with equivalent State laws. Complaints are dual-filed with the HCRC and the appropriate federal agency, but only one investigation is conducted.

Program Plan Narrative

LBR153: HAWAII CIVIL RIGHTS COMMISSION

02 02 03

F. Description of Major External Trends Affecting the Program

Due to roll-backs in interpretation of protections under federal civil rights laws, strong State civil rights law enforcement is more critical to protect against discrimination.

G. Discussion of Cost, Effectiveness, and Program Size Data

The number of complaints filed, investigations conducted, cause determinations issued, settlements and other dispositions, as well as a body of final Commission decisions reflect the need for and cost effectiveness of the program. The program is highly cost effective in that it provides a mechanism for a uniform procedure for the enforcement of State discrimination laws by one agency, rather than several as was the case before 1991.

The HCRC enforcement and administrative process is more cost effective than litigation in State Circuit Court. The courts require filing of the complaint with the HCRC to satisfy exhaustion of administrative remedies. The great majority of complaints filed with the HCRC are resolved, reach disposition, and closed without going to court.

The HCRC receives telephone and walk-in inquiries and intakes completed by HCRC investigators may result in initial complaint filings with the HCRC.

The HCRC closes cases at various stages of the administrative process due to complainant electing court action or other administrative basis. Cases which were investigated to a cause or no cause determination, or settled or resolved between the parties, either resulted in a cause determination or were settled through predetermination settlement.

In cases settled through predetermination settlement or post-cause determination conciliation, the HCRC may obtain monetary relief. Significant affirmative relief may include the development and implementation of anti-discrimination policies, posting policies, and publication of notices of State anti-discrimination laws enforced by the HCRC.

Case closure data does not reflect the number of investigations completed that resulted in cause (reasonable cause to believe that unlawful discrimination has occurred) recommendations and determinations, because cases are not closed upon a cause determination, but are conciliated and litigated.

H. Discussion of Program Revenues

None.

I. Summary of Analysis Performed

An in-depth analysis of the program has not been performed.

J. Further Considerations

There are no further considerations at this time.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO: 0203
PROGRAM TITLE: LABOR ADJUDICATION

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	14.00*	14.00*	14.00*	14.00*	14.0*	14.0*	14.0*	14.0*
	6.00**	6.00**	6.00**	6.00**	6.0**	6.0**	6.0**	6.0**
PERSONAL SERVICES	1,670,902	1,964,178	2,020,196	2,056,818	2,056	2,056	2,056	2,056
OTHER CURRENT EXPENSES	247,679	60,679	60,679	60,679	61	61	61	61
TOTAL OPERATING COST	1,918,581	2,024,857	2,080,875	2,117,497	2,117	2,117	2,117	2,117
BY MEANS OF FINANCING	14.00*	14.00*	14.00*	14.00*	14.0*	14.0*	14.0*	14.0*
	6.00**	6.00**	6.00**	6.00**	6.0**	6.0**	6.0**	6.0**
GENERAL FUND	1,918,581	2,024,857	2,080,875	2,117,497	2,117	2,117	2,117	2,117
TOTAL PERM POSITIONS	14.00*	14.00*	14.00*	14.00*	14.0*	14.0*	14.0*	14.0*
TOTAL TEMP POSITIONS	6.00**	6.00**	6.00**	6.00**	6.0**	6.0**	6.0**	6.0**
TOTAL PROGRAM COST	1,918,581	2,024,857	2,080,875	2,117,497	2,117	2,117	2,117	2,117

PROGRAM ID: LBR161
PROGRAM STRUCTURE NO: 020301
PROGRAM TITLE: HAWAII LABOR RELATIONS BOARD

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	3.00*	3.00*	3.00*	3.00*	3.0*	3.0*	3.0*	3.0*
	6.00**	6.00**	6.00**	6.00**	6.0**	6.0**	6.0**	6.0**
PERSONAL SERVICES	865,523	933,395	962,833	982,218	982	982	982	982
OTHER CURRENT EXPENSES	52,869	35,869	35,869	35,869	36	36	36	36
TOTAL OPERATING COST	918,392	969,264	998,702	1,018,087	1,018	1,018	1,018	1,018
BY MEANS OF FINANCING	3.00*	3.00*	3.00*	3.00*	3.0*	3.0*	3.0*	3.0*
	6.00**	6.00**	6.00**	6.00**	6.0**	6.0**	6.0**	6.0**
GENERAL FUND	918,392	969,264	998,702	1,018,087	1,018	1,018	1,018	1,018
TOTAL PERM POSITIONS	3.00*	3.00*	3.00*	3.00*	3.0*	3.0*	3.0*	3.0*
TOTAL TEMP POSITIONS	6.00**	6.00**	6.00**	6.00**	6.0**	6.0**	6.0**	6.0**
TOTAL PROGRAM COST	918,392	969,264	998,702	1,018,087	1,018	1,018	1,018	1,018

PROGRAM ID: **LBR161**
 PROGRAM STRUCTURE: **020301**
 PROGRAM TITLE: **HAWAII LABOR RELATIONS BOARD**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
<u>MEASURES OF EFFECTIVENESS</u>								
1. % OF CASES CLOSED INCURRENT FY (ALL OPEN CASES)	36	35	35	35	35	35	35	35
<u>PROGRAM TARGET GROUPS</u>								
1. COLLECTIVE BARGAINING CASES	30	50	50	50	50	50	50	50
2. CHP 396 - HIOSH CASES	8	25	25	25	25	25	25	25
<u>PROGRAM ACTIVITIES</u>								
1. # OF CASES OPENED IN CURRENT FY (89, 377, 396)	38	75	75	75	75	75	75	75
2. # OF PRIOR FY'S CASES STILL OPEN (89, 377, 396)	36	45	45	45	45	45	45	45
3. # NOTICES ISSUED	22	100	100	100	100	100	100	100
4. # ORDERS ISSUED	170	300	300	300	300	300	300	300
5. # OF FINAL ORDERS/DECISIONS								

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR161: HAWAII LABOR RELATIONS BOARD

02 03 01

A. Statement of Program Objectives

To administer Chapters 89 and 377, HRS, in a neutral quasi-judicial capacity to promote harmonious and cooperative labor-management relations, and resolve disputes in collective bargaining (CB) for employees.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 161): None.

C. Description of Activities Performed

The Hawaii Labor Relations Board's (Board) major activities include resolving unfair or prohibited practice complaints, conducting representation proceedings and elections (certification, decertification and amendment or clarification of appropriate bargaining units), resolving disputes arising from application of religious exemptions, reviewing the propriety of payroll deduction complaints, providing impasses assistance as necessary (mediation and arbitration), conducting investigations, appearing in court to defend its decisions and orders on appeal or seeking enforcement of its subpoenas or orders, and issuing declaratory rulings on the applicability of statutes, rules, or orders of the Board. With respect to occupational safety and health matters, the Board conducts hearings on contests of citations issued and discrimination complaints filed under Chapter 396, HRS.

D. Statement of Key Policies Pursued

The Board is concerned with the expeditious resolution of the disputes brought before it. The Board encourages the parties to voluntarily settle their disputes wherever lawful and appropriate. In cases involving alleged breaches of contract, the Board directs the parties to first exhaust their contractual grievance procedure and may retain jurisdiction over the cases for limited purposes. The Board also encourages speedy adjudication of discrimination complaints, under Chapter 396, as most are filed by self-represented litigants.

E. Identification of Important Program Relationships

None.

F. Description of Major External Trends Affecting the Program

The Board provides impasse assistance to the parties in the public sector.

We anticipate continuing challenges for the parties involved in CB in the public sector due in large part to the local and national fiscal constraints.

G. Discussion of Cost, Effectiveness, and Program Size Data

The Board has continued to address a growing backlog of cases.

H. Discussion of Program Revenues

No program revenues are projected for the biennium.

I. Summary of Analysis Performed

An in-depth analysis of the program has not been performed.

J. Further Considerations

There are no further considerations at this time.

PROGRAM ID:
PROGRAM STRUCTURE NO:
PROGRAM TITLE:

LBR812
020302
LABOR & INDUSTRIAL RELATIONS APPEALS BOARD

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	11.00*	11.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
	0.00**	0.00**	0.00**	0.00**	0.0**	0.0**	0.0**	0.0**
PERSONAL SERVICES	805,379	1,030,783	1,057,363	1,074,600	1,074	1,074	1,074	1,074
OTHER CURRENT EXPENSES	194,810	24,810	24,810	24,810	25	25	25	25
TOTAL OPERATING COST	1,000,189	1,055,593	1,082,173	1,099,410	1,099	1,099	1,099	1,099
BY MEANS OF FINANCING	11.00*	11.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
	**	**	**	**	**	**	**	**
GENERAL FUND	1,000,189	1,055,593	1,082,173	1,099,410	1,099	1,099	1,099	1,099
TOTAL PERM POSITIONS	11.00*	11.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
TOTAL TEMP POSITIONS	**	**	**	**	**	**	**	**
TOTAL PROGRAM COST	1,000,189	1,055,593	1,082,173	1,099,410	1,099	1,099	1,099	1,099

PROGRAM ID: **LBR812**
 PROGRAM STRUCTURE: **020302**
 PROGRAM TITLE: **LABOR AND INDUSTRIAL RELATIONS APPEALS BOARD**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
<u>MEASURES OF EFFECTIVENESS</u>								
1. % OF APPEALS RESOLVED IN 15 MONTHS	66	56	56	56	56	56	56	56
2. AVERAGE AGE OF RESOLVED CASES (MONTHS)	16.2	18	18	18	18	18	18	18
3. AVERAGE TIME FROM BRIEFS TO DECISION/ORDER (MONTH)	20.59	14.5	14.5	14.5	14.5	14.5	145	14.5
<u>PROGRAM TARGET GROUPS</u>								
1. NUMBER OF APPEALS FILED	224	240	240	240	240	240	240	240
<u>PROGRAM ACTIVITIES</u>								
1. NUMBER OF PRE-HEARING CONFERENCES HELD	200	230	230	230	230	230	230	230
2. NUMBER OF SETTLEMENT/STATUS CONFERENCES HELD	437	430	430	430	430	430	430	430
3. NUMBER OF HEARINGS HELD	43	60	60	60	60	60	60	60
4. NUMBER OF MOTION HEARINGS HELD	83	120	120	120	120	120	120	120

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR812: LABOR & INDUSTRIAL RELATIONS APPEALS BOARD

02 03 02

A. Statement of Program Objectives

The Labor and Industrial Relations Appeals Board's (LIRAB) primary objective is to provide fair treatment for individuals in the prompt, just, and administrative review of appeals from workers' compensation (WC) decisions of the Director of Labor and Industrial Relations.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 812): None.

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

To determine or resolve appeals filed from decisions of the Director of Labor and Industrial Relations in the areas of WC. LIRAB conducts initial conferences, settlement conferences, status conferences, and hearings. LIRAB also issues written decisions and orders that may be appealed to the Intermediate Court of Appeals.

D. Statement of Key Policies Pursued

LIRAB seeks to resolve appeals in an expeditious manner by encouraging settlements and issuing written decisions and orders promptly within the program measurement guidelines.

E. Identification of Important Program Relationships

None.

F. Description of Major External Trends Affecting the Program

The COVID-19 pandemic interrupted operations at LIRAB from March 2020. A significant number of pending matters were postponed and rescheduled. LIRAB staff were deployed to assist with unemployment insurance. This created a pandemic-related backlog which will likely increase the time it takes to process and resolve cases.

G. Discussion of Cost, Effectiveness, and Program Size Data

The challenge for LIRAB in the fiscal biennium is to tackle the pandemic-related backlog and to address the anticipated increase in caseload.

H. Discussion of Program Revenues

No program revenues are projected for the biennium.

I. Summary of Analysis Performed

An in-depth analysis of the program has not been performed.

J. Further Considerations

There are no further considerations at this time.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO: **0204**
PROGRAM TITLE: **OVERALL PROGRAM SUPPORT**

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	48.00*	49.00*	49.00*	49.00*	49.0*	49.0*	49.0*	49.0*
	5.00**	2.00**	2.00**	2.00**	2.0**	2.0**	2.0**	2.0**
PERSONAL SERVICES	1,311,725	3,791,958	4,029,454	4,155,469	4,156	4,156	4,156	4,156
OTHER CURRENT EXPENSES	749,847	1,362,481	1,362,481	1,362,481	1,362	1,362	1,362	1,362
TOTAL OPERATING COST	2,061,572	5,154,439	5,391,935	5,517,950	5,518	5,518	5,518	5,518
BY MEANS OF FINANCING								
	15.83*	16.83*	16.83*	16.83*	16.8*	16.8*	16.8*	16.8*
	2.12**	0.46**	0.46**	0.46**	0.5**	0.5**	0.5**	0.5**
GENERAL FUND	1,667,498	1,667,498	1,904,994	2,031,009	2,031	2,031	2,031	2,031
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	180,942	200,000	200,000	200,000	200	200	200	200
	32.17*	32.17*	32.17*	32.17*	32.2*	32.2*	32.2*	32.2*
	2.88**	1.54**	1.54**	1.54**	1.5**	1.5**	1.5**	1.5**
OTHER FEDERAL FUNDS	213,132	3,286,941	3,286,941	3,286,941	3,287	3,287	3,287	3,287
TOTAL PERM POSITIONS	48.00*	49.00*	49.00*	49.00*	49.0*	49.0*	49.0*	49.0*
TOTAL TEMP POSITIONS	5.00**	2.00**	2.00**	2.00**	2.0**	2.0**	2.0**	2.0**
TOTAL PROGRAM COST	2,061,572	5,154,439	5,391,935	5,517,950	5,518	5,518	5,518	5,518

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: **LBR902**
 PROGRAM STRUCTURE NO: **020402**
 PROGRAM TITLE: **GENERAL ADMINISTRATION**

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	48.00*	49.00*	49.00*	49.00*	49.0*	49.0*	49.0*	49.0*
	5.00**	2.00**	2.00**	2.00**	2.0**	2.0**	2.0**	2.0**
PERSONAL SERVICES	1,311,725	3,791,958	4,029,454	4,155,469	4,156	4,156	4,156	4,156
OTHER CURRENT EXPENSES	749,847	1,362,481	1,362,481	1,362,481	1,362	1,362	1,362	1,362
TOTAL OPERATING COST	2,061,572	5,154,439	5,391,935	5,517,950	5,518	5,518	5,518	5,518
BY MEANS OF FINANCING								
	15.83*	16.83*	16.83*	16.83*	16.8*	16.8*	16.8*	16.8*
	2.12**	0.46**	0.46**	0.46**	0.5**	0.5**	0.5**	0.5**
GENERAL FUND	1,667,498	1,667,498	1,904,994	2,031,009	2,031	2,031	2,031	2,031
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	180,942	200,000	200,000	200,000	200	200	200	200
	32.17*	32.17*	32.17*	32.17*	32.2*	32.2*	32.2*	32.2*
	2.88**	1.54**	1.54**	1.54**	1.5**	1.5**	1.5**	1.5**
OTHER FEDERAL FUNDS	213,132	3,286,941	3,286,941	3,286,941	3,287	3,287	3,287	3,287
TOTAL PERM POSITIONS	48.00*	49.00*	49.00*	49.00*	49.0*	49.0*	49.0*	49.0*
TOTAL TEMP POSITIONS	5.00**	2.00**	2.00**	2.00**	2.0**	2.0**	2.0**	2.0**
TOTAL PROGRAM COST	2,061,572	5,154,439	5,391,935	5,517,950	5,518	5,518	5,518	5,518

PROGRAM ID: **LBR902**
 PROGRAM STRUCTURE: **020402**
 PROGRAM TITLE: **GENERAL ADMINISTRATION**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
MEASURES OF EFFECTIVENESS								
1. % VENDOR PAYMENTS MADE WITHIN 30 DAYS	98	98	98	98	98	98	98	98
2. % FED MANDATED FISCAL REPORTS THAT MEET DEADLINES	100	100	100	100	100	100	100	100
3. % OF POSITIONS FILLED WITHIN 90 DAYS	81	82	82	82	82	82	82	82
4. % DATA PROCESSING REQUESTS COMPLETED	95	95	95	95	95	95	95	95
5. % EMPLOYMENT RELATED ACTIONS COMPLETED W/IN 5 DAYS	59	60	60	60	60	60	60	60
6. % OF CLASSIFICATION REL ACTIONS COMPLTD W/IN 30 DA	80	80	80	80	80	80	80	80
PROGRAM TARGET GROUPS								
1. NO. OF EMPLOYEES (DEPARTMENT)	527	490	490	490	490	490	490	490
2. NO. OF PROGRAM AND ATTACHED AGENCIES	10	10	10	10	10	10	10	10
PROGRAM ACTIVITIES								
1. NO. FED MANDATED FISCAL REPORTS ANNUALLY REQUIRED	343	350	350	350	350	350	350	350
2. NO. OF POSITIONS FILLED	169	169	169	169	169	169	169	169
3. NO. OF EMPLOYMENT ACTIONS REQUESTED	2125	2300	2300	2300	2300	2300	230	2300
4. NO. DATA PROCESSNG REQUESTS RECEIVED	1405	1400	1400	1400	1400	1400	1400	1400
5. NO. OF CLASSIFICATION ACTIONS REQUESTED	180	200	200	200	200	200	200	200
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUES FROM THE USE OF MONEY AND PROPERTY	6	10	10	10	10	10	10	10
REVENUE FROM OTHER AGENCIES: FEDERAL	9	10	10	10	10	10	10	10
CHARGES FOR CURRENT SERVICES	51	50	50	50	50	50	50	50
TOTAL PROGRAM REVENUES	66	70	70	70	70	70	70	70
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
GENERAL FUNDS	19	20	20	20	20	20	20	20
SPECIAL FUNDS	47	50	50	50	50	50	50	50
TOTAL PROGRAM REVENUES	66	70	70	70	70	70	70	70

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR902: GENERAL ADMINISTRATION

02 04 02

A. Statement of Program Objectives

To enhance program effectiveness and efficiency by formulating policies, directing operations and personnel, and providing other administrative and support services.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 902): None.

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

Included in this program are: Director's Office; Information Office; Administrative Services Office; Program, Organization, Method and Evaluation Office; Electronic Data Processing Systems Office; Equal Opportunity Employment; and Personnel Office.

Executive direction to the department's divisions and programs is provided by undertaking such activities as short- and long-range planning; instituting policy changes; proposing State legislation; developing and/or executing innovative and improved programs; keeping abreast of new solutions to manpower problems; preparing program and budget presentations; maintaining fiscal, accounting, purchasing, and office services functions; providing information systems maintenance and support; and maintaining personnel transactions, advisory services and position classification functions.

D. Statement of Key Policies Pursued

To achieve the program objective, the key policies are: 1) attain the goals of the Hawaii State Plan and the State Employment Functional Plan, where the program has a direct or indirect involvement; 2) maintain effective communications with staff, State, federal and private agencies or firms, and labor organizations; 3) maintain and develop meaningful and timely fiscal and management information data; 4) supervise and evaluate the self-appraisal studies of the divisions and offices; 5) develop and coordinate in- and out-service training; and 6) monitor and coordinate and provide technical assistance in data processing.

E. Identification of Important Program Relationships

Close working relationships are maintained and coordinated with the U.S. Department of Labor's Employment and Training Administration, Bureau of Labor Statistics, and the Occupational Safety and Health Administration.

F. Description of Major External Trends Affecting the Program

The national, State, and counties economic trends have a direct impact on the program. Trends of high employment and/or unemployment, shortage or abundances of skilled workers on certain trades, employment opportunities to certain classes or groups, high incidence of work injuries, and complaints of unfair labor practices would bring about a shift in emphasis.

G. Discussion of Cost, Effectiveness, and Program Size Data

The program is managing to maintain its effectiveness under the current level of services. The program continually seeks efficiencies and better cost/benefit procedures to enhance the operation for continuous improvement on the timeliness of financial/expenditure and other management information reports, with a focus on improving information (timeliness, accuracy, presentation) to better support line operations to encourage effective and efficient allocation and use of resources.

H. Discussion of Program Revenues

None.

I. Summary of Analysis Performed

An in-depth analysis of the program has not been performed.

J. Further Considerations

None.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO: 0205
PROGRAM TITLE:

ASSISTANCE IN WORK RELATED MATTERS/BENEFITS

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	270.50*	279.50*	279.50*	279.50*	279.5*	279.5*	279.5*	279.5*
	15.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
PERSONAL SERVICES	14,770,900	23,706,557	17,383,465	17,619,764	17,621	17,621	17,621	17,621
OTHER CURRENT EXPENSES	807,905,424	709,563,844	422,063,844	371,963,844	371,963	371,963	371,963	371,963
TOTAL OPERATING COST	822,676,324	733,270,401	439,447,309	389,583,608	389,584	389,584	389,584	389,584
BY MEANS OF FINANCING								
	77.00*	76.00*	76.00*	76.00*	76.0*	76.0*	76.0*	76.0*
	**	**	**	**	**	**	**	**
GENERAL FUND	5,335,408	5,335,408	5,657,561	5,859,337	5,859	5,859	5,859	5,859
	*	*	*	*	*	*	*	*
	10.00**	**	**	**	**	**	**	**
SPECIAL FUND	1,129	2,173,756	2,173,756	2,173,756	2,174	2,174	2,174	2,174
	180.00*	192.50*	192.50*	192.50*	192.5*	192.5*	192.5*	192.5*
	**	**	**	**	**	**	**	**
FEDERAL FUNDS	6,366,960	22,710,272	16,000,000	16,000,000	16,000	16,000	16,000	16,000
	2.50*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS								
	11.00*	11.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
TRUST FUNDS	697,982,174	703,050,965	415,615,992	365,550,515	365,551	365,551	365,551	365,551
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
A R P FUNDS	112,990,653							
TOTAL PERM POSITIONS	270.50*	279.50*	279.50*	279.50*	279.5*	279.5*	279.5*	279.5*
TOTAL TEMP POSITIONS	15.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
TOTAL PROGRAM COST	822,676,324	733,270,401	439,447,309	389,583,608	389,584	389,584	389,584	389,584

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: **LBR171**
 PROGRAM STRUCTURE NO: **020501**
 PROGRAM TITLE: **UNEMPLOYMENT INSURANCE PROGRAM**

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	182.50*	192.50*	192.50*	192.50*	192.5*	192.5*	192.5*	192.5*
	10.00**	0.00**	0.00**	0.00**	0.0**	0.0**	0.0**	0.0**
PERSONAL SERVICES	9,583,940	17,506,656	10,796,384	10,796,384	10,797	10,797	10,797	10,797
OTHER CURRENT EXPENSES	791,685,997	686,377,372	398,877,372	348,777,372	348,777	348,777	348,777	348,777
TOTAL OPERATING COST	801,269,937	703,884,028	409,673,756	359,573,756	359,574	359,574	359,574	359,574
BY MEANS OF FINANCING								
	*	*	*	*	*	*	*	*
	10.00**	**	**	**	**	**	**	**
SPECIAL FUND	1,129	2,173,756	2,173,756	2,173,756	2,174	2,174	2,174	2,174
	180.00*	192.50*	192.50*	192.50*	192.5*	192.5*	192.5*	192.5*
	**	**	**	**	**	**	**	**
FEDERAL FUNDS	6,366,960	22,710,272	16,000,000	16,000,000	16,000	16,000	16,000	16,000
	2.50*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS								
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
TRUST FUNDS	681,911,195	679,000,000	391,500,000	341,400,000	341,400	341,400	341,400	341,400
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
A R P FUNDS	112,990,653							
TOTAL PERM POSITIONS	182.50*	192.50*	192.50*	192.50*	192.5*	192.5*	192.5*	192.5*
TOTAL TEMP POSITIONS	10.00**	**	**	**	**	**	**	**
TOTAL PROGRAM COST	801,269,937	703,884,028	409,673,756	359,573,756	359,574	359,574	359,574	359,574

PROGRAM ID: **LBR171**
 PROGRAM STRUCTURE: **020501**
 PROGRAM TITLE: **UNEMPLOYMENT INSURANCE PROGRAM**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
MEASURES OF EFFECTIVENESS								
1. NO. INSURED EMPLOYEES AS % OF TTL LBR FORCE	85	94	94	94	94	94	94	94
2. NO. PROMPT PAYMTS MADE AS % TOTAL NO. PAYMT	50	85	85	85	85	85	85	85
3. NO. ACCEPTABLE NONMON. DET. AS % TOTAL NONMON DET	88	84	84	84	84	84	84	84
4. NO. ACCEPTABLE APPEALS DEC. AS % TTL DECISIONS	98	95	95	95	95	95	95	5
5. NO. PROMPT STATUS DET. AS % TOTAL STATUS DET.	82	85	85	85	85	85	85	85
6. NO. AUDITS PERFORMED AS % TTL EMPLOYERS	0	2	2	2	2	2	2	2
7. NO. EMPLOYERS DELINQ FOR TAXES AS % TTL EMPLOYERS	10	9	9	9	9	9	9	9
PROGRAM TARGET GROUPS								
1. NO. OF INSURED UNEMPLOYED INDIVIDUALS (WKLY AVE)	13590	15100	15100	15100	15100	15100	15100	15100
2. NO. OF SUBJECT EMPLOYERS	35259	30660	30660	30660	30660	30660	30660	30660
3. NO. OF SELF-FINANCED NON-PROFIT ORGANIZATIONS	270	264	264	264	264	264	270	270
PROGRAM ACTIVITIES								
1. INITIAL OR NEW CLAIMS (ALL PROGRAMS)	147204	136300	136300	136300	136300	136300	136300	136300
2. CONTINUED CLAIMS (ALL PROGRAMS) (1000'S)	1357	1257	1257	1257	1257	1257	1257	1257
3. CLAIMS ADJUDICATION - ALL PROG (NON-MONETARY DET)	42275	44500	44500	44500	44500	44500	44500	44500
4. STATUS DETERMINATIONS	8293	7700	7700	7700	7700	7700	7700	7700
5. EMPLOYER AUDITS	0	640	640	640	640	640	640	640
6. TAX PAYMENT PROCESSING	132544	121600	121600	121600	121600	121600	121600	121600
7. WAGE RECORDS (1000S)	2470	2600	2600	2600	2600	2600	2600	2600
8. INSURED UNEMPLOYMENT RATE	1.1	1.3	1.3	1.3	1.3	1.3	1.3	1.3
9. TOTAL UNEMPLOYMENT RATE	3.4	3.8	3.8	3.8	3.8	3.8	3.8	3.8
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
TAXES	247,711	202,000	202,000	202,000	202,000	202,000	202,000	202,000
REVENUES FROM THE USE OF MONEY AND PROPERTY	1,239	1,050	1,050	1,050	1,050	1,050	1,050	1,050
REVENUE FROM OTHER AGENCIES: FEDERAL	487,274	29,500	19,500	19,500	19,500	19,500	19,500	19,500
TOTAL PROGRAM REVENUES	736,224	232,550	222,550	222,550	222,550	222,550	222,550	222,550
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
SPECIAL FUNDS	18,729	16,550	16,550	16,550	16,550	16,550	16,550	16,550
ALL OTHER FUNDS	717,495	216,000	206,000	206,000	206,000	206,000	206,000	206,000
TOTAL PROGRAM REVENUES	736,224	232,550	222,550	222,550	222,550	222,550	222,550	222,550

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR171: UNEMPLOYMENT INSURANCE PROGRAM

02 05 01

A. Statement of Program Objectives

To alleviate economic hardships that result from loss of wage income during periods of involuntary unemployment.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 171):

OPERATING BUDGET:

Reduces \$6,710,272 in FY 24 and FY 25 in federal funds ceiling for the Unemployment Insurance (UI) Administration Program based on the current grant award.

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

The activities include administering the statewide UI Program (including the payment of allowances under special training programs). The two major functions are:

- * The collection of contributions from subject employers to finance the payment of benefits.
- * The payment of benefits to eligible persons who are unemployed.

D. Statement of Key Policies Pursued

Emphasis is directed on the following program objectives:

- * Make prompt benefit payments;
- * Eliminate deficiencies in the claims adjudication process;
- * Register subject employers, collect taxes, reduce tax delinquency; and
- * Strengthen the organization, its managements, and supervision.

E. Identification of Important Program Relationships

* U.S. Department of Labor, Training Administration: Since the program receives a substantial portion of its administrative funds from federal grants, the program must comply with the regulations prescribed by the Secretary of Labor and with the policies contained in the Employment Security Manual or set forth in other official U.S. Department of Labor publications or agreements.

* Other State Agencies: Close relationship is maintained with other State agencies that render services for each division, such as the Department of Accounting and General Services (data processing services and preparation of benefit checks), the Department of the Attorney General (legal services), the Department of Taxation (cashiering services), and the Office of Enterprise Technology Services.

F. Description of Major External Trends Affecting the Program

The program size is dependent on the economic condition of the State. As unemployment increases, workloads will increase. Program scope is dependent on legislation. If federal changes are enacted, the State will be required to implement similar provisions.

G. Discussion of Cost, Effectiveness, and Program Size Data

1. Unemployment-related data is based on the department's projections, and the forecasted rate of insured unemployment is expected to average 1.3%.
2. Employer data is based on the number of subject employers.

H. Discussion of Program Revenues

Status of federal grants as of FY 22:

1. Federal base grant for administrative costs FY 22 - \$22,695,417.
2. Employer contribution to the trust fund for payment of UI benefits during FY 22 - \$244,806,462.
3. State Employment and Training Assessment FY 22 - \$2,904,981.

Program Plan Narrative

LBR171: UNEMPLOYMENT INSURANCE PROGRAM

02 05 01

4. Special UI Administrative funds for Administrative costs for FY 22 - \$3,117,682.

I. Summary of Analysis Performed

An in-depth analysis of the program has not been performed.

J. Further Considerations

There are no further considerations at this time.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID:
PROGRAM STRUCTURE NO:
PROGRAM TITLE:

LBR183
020502
DISABILITY COMPENSATION PROGRAM

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
OPERATING COST	88.00*	87.00*	87.00*	87.00*	87.0*	87.0*	87.0*	87.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
PERSONAL SERVICES	5,186,960	6,199,901	6,587,081	6,823,380	6,824	6,824	6,824	6,824
OTHER CURRENT EXPENSES	16,219,427	23,186,472	23,186,472	23,186,472	23,186	23,186	23,186	23,186
TOTAL OPERATING COST	21,406,387	29,386,373	29,773,553	30,009,852	30,010	30,010	30,010	30,010
BY MEANS OF FINANCING	77.00*	76.00*	76.00*	76.00*	76.0*	76.0*	76.0*	76.0*
	**	**	**	**	**	**	**	**
GENERAL FUND	5,335,408	5,335,408	5,657,561	5,859,337	5,859	5,859	5,859	5,859
	11.00*	11.00*	11.00*	11.00*	11.0*	11.0*	11.0*	11.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
TRUST FUNDS	16,070,979	24,050,965	24,115,992	24,150,515	24,151	24,151	24,151	24,151
TOTAL PERM POSITIONS	88.00*	87.00*	87.00*	87.00*	87.0*	87.0*	87.0*	87.0*
TOTAL TEMP POSITIONS	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
TOTAL PROGRAM COST	21,406,387	29,386,373	29,773,553	30,009,852	30,010	30,010	30,010	30,010

PROGRAM ID: **LBR183**
 PROGRAM STRUCTURE: **020502**
 PROGRAM TITLE: **DISABILITY COMPENSATION PROGRAM**

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29
MEASURES OF EFFECTIVENESS								
1. % OF NON-COMPLIANT EMPLOYERS	33	25	25	25	25	25	25	25
2. % WORKERS' COMP DECISIONS W/IN 60 DAYS OF HEARING	87	85	85	85	85	85	85	85
PROGRAM TARGET GROUPS								
1. SUBJECT EMPLOYERS	40600	40000	40000	40000	40000	40000	40000	40000
2. COVERED WORKERS - TDI & PHC	572660	585400	585400	585400	585400	585400	585400	585400
3. COVERED WORKERS - WC	575590	585400	585400	585400	585400	585400	585400	585400
4. WORKERS REQUIRING SERVICES - WC	35816	40000	40000	40000	40000	40000	40000	40000
PROGRAM ACTIVITIES								
1. INVESTIGATIONS (WC, TDI, PHC)	110024	99000	99000	99000	99000	99000	99000	99000
2. AUDITS (WC, TDI, PHC)	369	330	330	330	330	330	330	330
3. PLANS REVIEW (TDI, PHC)	9042	9300	9300	9300	9300	9300	9300	9300
4. TOTAL CLAIMS - NEW (WC)	16932	18000	18000	18000	18000	18000	18000	18000
5. DECISIONS (WC)	5448	5400	5400	5400	5400	5400	5400	5400
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUES FROM THE USE OF MONEY AND PROPERTY	63	66	66	66	66	66	66	66
CHARGES FOR CURRENT SERVICES	14,619	15,205	15,205	15,205	15,205	15,205	15,205	15,205
FINES, FORFEITS AND PENALTIES	251	100	100	100	100	100	100	100
TOTAL PROGRAM REVENUES	14,933	15,371	15,371	15,371	15,371	15,371	15,371	15,371
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
GENERAL FUNDS	4	5	5	5	5	5	5	5
ALL OTHER FUNDS	14,929	15,366	15,366	15,366	15,366	15,366	15,366	15,366
TOTAL PROGRAM REVENUES	14,933	15,371	15,371	15,371	15,371	15,371	15,371	15,371

NOTE: PROGRAM REVENUES BY TYPE AND FUND MAY NOT BE ACCURATE DUE TO SYSTEM ERROR.

Program Plan Narrative

LBR183: DISABILITY COMPENSATION PROGRAM

02 05 02

A. Statement of Program Objectives

To alleviate the economic hardships resulting from the loss of wage income due to work or nonwork-connected disability and provide vocational rehabilitation opportunities and incentives for industrially-injured workers.

B. Description of Request and Compliance with Section 37-68(1)(A)(B)

FB 2023-25 Executive Budget Request (LBR 183): None.

The program complies with Section 37-68(1)(A)(B).

C. Description of Activities Performed

Major activities are: (1) investigating non-complying employers; (2) auditing employer's financial and payroll records to insure compliance with legal requirements; (3) reviewing disability plans to determine conformity with legal requirements; (4) registering new subject employers; (5) processing new industrial injury cases and reopened cases; (6) processing claims for closing including final review of accident costs; (7) conducting investigatory hearings for issuance of administrative decisions on issues; (8) reviewing, approving and issuing administrative decisions and settlements; (9) reviewing and approving private vocational rehabilitation (VR) agencies as certified providers of rehabilitation services, and the rehabilitation plans offered by these agencies to rehabilitate industrially-injured workers; (10) reviewing health care provider treatment plans to insure that medical care and services are considered necessary and reasonable; and (11) adjudicating complaints against health care providers.

D. Statement of Key Policies Pursued

To achieve program objectives, the following key policies are observed: (1) pursue effective and well-planned communication procedures to obtain voluntary compliance with Workers' Compensation (WC), Temporary Disability Insurance, and Prepaid Health Care coverage requirements; (2) obtain employers' compliance requiring timely benefit payments to ease disabled employees' financial burden; (3) apply enforcement procedures when employers fail to comply with the law; (4) adjudicate quickly WC disputes between claimant and employer to

facilitate the claims benefits process; and (5) facilitate all rehabilitation activities to assist industrially-injured workers to return to suitable, gainful employment as quickly as possible in a cost-effective manner.

E. Identification of Important Program Relationships

Other programs or agencies with which the wage replacement programs have some direct relationships are: Department of Accounting and General Services, Information Communication Systems Development; Department of Commerce and Consumer Affairs; Department of Human Services, VR Division; the Department of Labor and Industrial Relations (DLIR), Fiscal Office and Wage Standards Division; private VR agencies; and health care provider organizations.

F. Description of Major External Trends Affecting the Program

The contracting economy in 2020 caused by the COVID-19 pandemic will severely reduce funding to the Disability Compensation Division (DCD) for the next two to four years. The restrictive funding will result in downsizing the DCD (as reflected in the loss of 14 positions this coming fiscal year) and, more importantly, decrease the level of services the DCD provides to Hawaii's workforce and their families.

G. Discussion of Cost, Effectiveness, and Program Size Data

The program plans to focus its efforts on services that have statutory deadlines, while providing its remaining services on a time-available basis. The reduced funding to the DCD will prevent its vacant positions from being filled until the economy improves and the DCD funding is restored. Positions will then be filled via Internal Vacancy Announcement to minimize additional staffing costs, and in this way, program employees will be allowed to pursue promotional opportunities in support of operating requirements.

H. Discussion of Program Revenues

Insurance carriers and self-insured employers are assessed annually to fund the WC benefits paid from the Special Compensation Fund.

Program Plan Narrative

LBR183: DISABILITY COMPENSATION PROGRAM

02 05 02

I. Summary of Analysis Performed

An in-depth analysis of the DCD program was conducted per Act 119, SLH 2015, by Gartner, Inc.

The Legislature provided a general fund appropriation for the Disability Compensation Program for FY 15 and FY 16 for business process optimization analysis and case management system modernization. Based on guidance from the Legislature, DLIR procured consulting support to initiate a business process optimization project to identify the best path forward. As a result of the business process optimization effort, DCD identified a series of key activities that could be taken to improve the organization. The first steps addressed fundamental organization structure issues and streamlined manual processes and procedures before investment in new technologies. Once the business process optimization effort was completed, the next step was to complete a major system modernization project to:

- * Address legacy system short-comings and risks;
- * Improve data quality;
- * Eliminate paper-driven processes;
- * Improve customer self-services; and
- * Automate manual tasks where possible.

J. Further Considerations

There are no further considerations at this time.