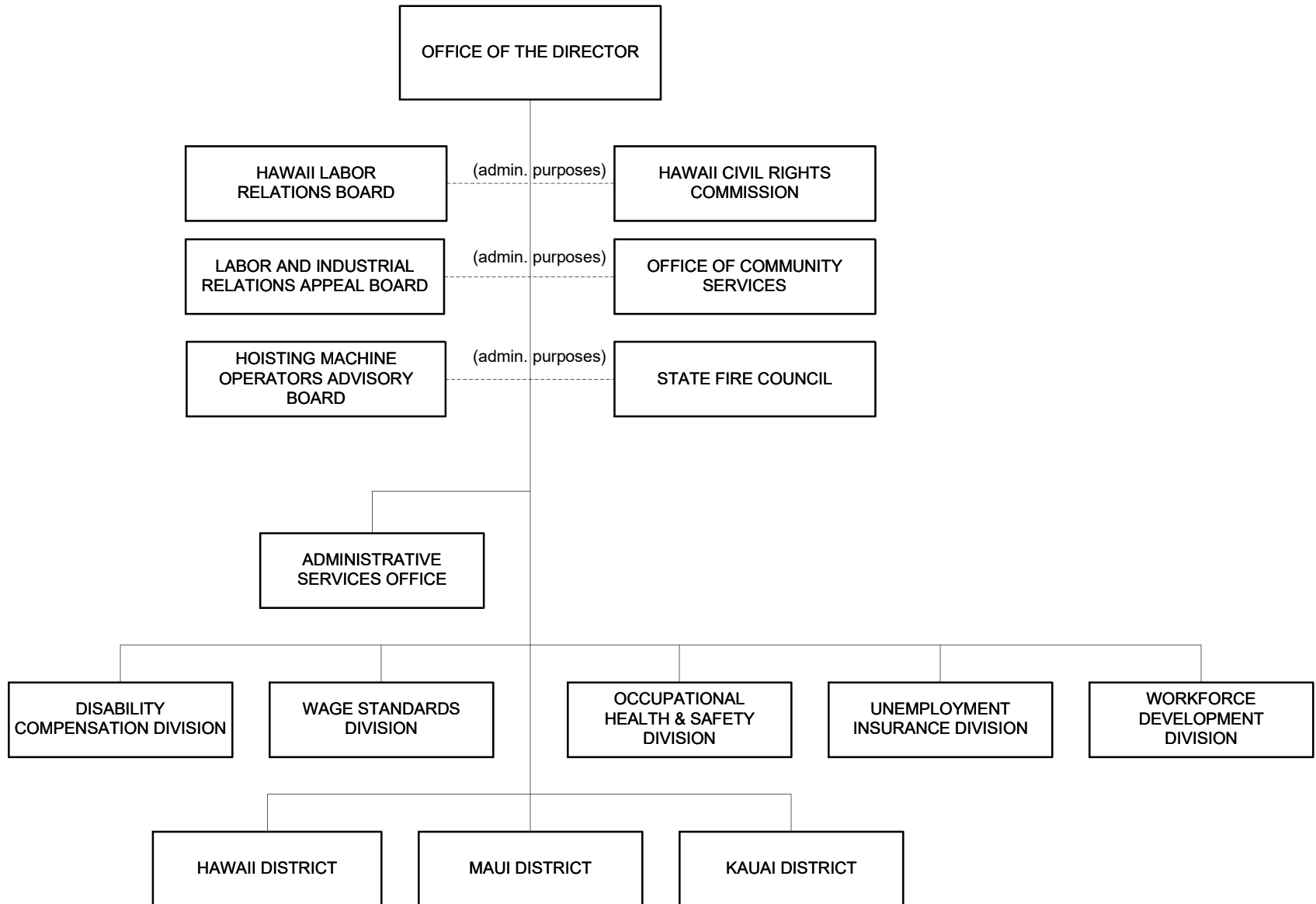




**Department of Labor and Industrial
Relations**

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



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 135 Workforce Development Council
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 901 Research and Statistics
LBR 902 General Administration
LBR 903 Office of Community Services

**Department of Labor and Industrial Relations
(Operating Budget)**

		Budget Base FY 2026	Budget Base FY 2027	FY 2026	FY 2027
Funding Sources:	Perm Positions	198.73	198.73	208.73	208.73
	Temp Positions	14.96	14.96	15.96	15.96
General Funds	\$	26,980,227	26,980,227	30,791,223	30,914,386
	Perm Positions	-	-	-	-
	Temp Positions	-	-	-	-
Special Funds	\$	8,043,402	8,043,402	8,243,402	8,243,402
	Perm Positions	257.70	257.70	255.70	255.70
	Temp Positions	39.00	39.00	39.00	39.00
Federal Funds	\$	40,253,738	40,253,738	42,207,322	42,207,322
	Perm Positions	53.07	53.07	53.07	53.07
	Temp Positions	6.54	6.54	6.54	6.54
Other Federal Funds	\$	6,436,941	6,436,941	9,050,000	9,050,000
	Perm Positions	11.00	11.00	11.00	11.00
	Temp Positions	5.00	5.00	5.00	5.00
Trust Funds	\$	365,557,551	365,557,551	365,557,551	365,557,551
	Perm Positions	-	-	-	-
	Temp Positions	-	-	-	-
Interdepartmental Transfers	\$	2,891,173	2,891,173	2,891,173	2,891,173
	Perm Positions	19.00	19.00	19.00	19.00
	Temp Positions	-	-	-	-
Revolving Funds	\$	2,746,105	2,746,105	2,746,105	2,746,105
		539.50	539.50	547.50	547.50
		65.50	65.50	66.50	66.50
Total Requirements		452,909,137	452,909,137	461,486,776	461,609,939

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

1. Adds \$2,974,112 for FY 26 and \$2,984,583 for FY 27 to fund IT consultant services, software licenses, and Amazon Web Services Environment and Storage for the Disability Compensation Division Modernization Project.
Adds 2.00 permanent FTE positions and \$440,000 for both fiscal years to fund the Immigrant Services and Access Unit within the Office of Community Services pursuant to Act 207, SLH 2024.
2. Adds \$200,000 in Special funds to pay B&F for Departmental Administrative Expenses and Central Services Assessments, pursuant to Sections 36-24 and 36-30, HRS.
3. Adds 2.00 permanent FTE positions and \$126,192 in both fiscal years to support implementation of the Holo Delegation Program under General Administration.

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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	541.50*	539.50*	547.50*	547.50*	546.5*	546.5*	546.5*	546.5*
	64.50**	65.50**	66.50**	66.50**	66.5**	66.5**	66.5**	66.5**
PERSONAL SERVICES	26,990,204	49,536,683	45,189,349	45,315,541	45,314	45,314	45,314	45,314
OTHER CURRENT EXPENSES	307,439,297	403,304,912	416,283,927	416,294,398	413,311	413,311	413,311	413,311
EQUIPMENT			13,500					
TOTAL OPERATING COST	334,429,501	452,841,595	461,486,776	461,609,939	458,625	458,625	458,625	458,625
BY MEANS OF FINANCING								
	194.73*	198.73*	208.73*	208.73*	207.7*	207.7*	207.7*	207.7*
	14.96**	14.96**	15.96**	15.96**	16.0**	16.0**	16.0**	16.0**
GENERAL FUND	60,707,459	26,919,749	30,791,223	30,914,386	27,929	27,929	27,929	27,929
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	565,732	8,043,402	8,243,402	8,243,402	8,244	8,244	8,244	8,244
	263.70*	257.70*	255.70*	255.70*	255.7*	255.7*	255.7*	255.7*
	38.00**	39.00**	39.00**	39.00**	39.0**	39.0**	39.0**	39.0**
FEDERAL FUNDS	8,685,586	40,253,738	42,207,322	42,207,322	42,207	42,207	42,207	42,207
	53.07*	53.07*	53.07*	53.07*	53.1*	53.1*	53.1*	53.1*
	6.54**	6.54**	6.54**	6.54**	6.5**	6.5**	6.5**	6.5**
OTHER FEDERAL FUNDS	1,003,239	6,436,941	9,050,000	9,050,000	9,050	9,050	9,050	9,050
	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	260,871,125	365,550,515	365,557,551	365,557,551	365,558	365,558	365,558	365,558
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
INTERDEPARTMENTAL TRANSFERS	638,497	2,891,173	2,891,173	2,891,173	2,891	2,891	2,891	2,891
	19.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	**	**	**	**	**	**	**	**
REVOLVING FUND	1,957,863	2,746,077	2,746,105	2,746,105	2,746	2,746	2,746	2,746
CAPITAL IMPROVEMENT COSTS								
PLANS	65,000							
LAND ACQUISITION	852,000							
DESIGN	126,000							
CONSTRUCTION	16,742,000							
EQUIPMENT	2,215,000							
TOTAL CAPITAL EXPENDITURES	20,000,000							

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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
BY MEANS OF FINANCING								
G.O. BONDS	20,000,000							
TOTAL PERM POSITIONS	541.50*	539.50*	547.50*	547.50*	546.5*	546.5*	546.5*	546.5*
TOTAL TEMP POSITIONS	64.50**	65.50**	66.50**	66.50**	66.5**	66.5**	66.5**	66.5**
TOTAL PROGRAM COST	354,429,501	452,841,595	461,486,776	461,609,939	458,625	458,625	458,625	458,625

**Department of Labor and Industrial Relations
(Capital Improvements Budget)**

	<u>FY 2026</u>	<u>FY 2027</u>
Funding Sources:		
General Obligation Bonds	-	-
Federal Funds	-	-
Total Requirements	-	-

Highlights of the Executive CIP Budget Request: (general obligation bonds unless noted)

None.



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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	541.50*	539.50*	547.50*	547.50*	546.5*	546.5*	546.5*	546.5*
	64.50**	65.50**	66.50**	66.50**	66.5**	66.5**	66.5**	66.5**
PERSONAL SERVICES	26,990,204	49,536,683	45,189,349	45,315,541	45,314	45,314	45,314	45,314
OTHER CURRENT EXPENSES	307,439,297	403,304,912	416,283,927	416,294,398	413,311	413,311	413,311	413,311
EQUIPMENT			13,500					
TOTAL OPERATING COST	334,429,501	452,841,595	461,486,776	461,609,939	458,625	458,625	458,625	458,625
BY MEANS OF FINANCING								
	194.73*	198.73*	208.73*	208.73*	207.7*	207.7*	207.7*	207.7*
	14.96**	14.96**	15.96**	15.96**	16.0**	16.0**	16.0**	16.0**
GENERAL FUND	60,707,459	26,919,749	30,791,223	30,914,386	27,929	27,929	27,929	27,929
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	565,732	8,043,402	8,243,402	8,243,402	8,244	8,244	8,244	8,244
	263.70*	257.70*	255.70*	255.70*	255.7*	255.7*	255.7*	255.7*
	38.00**	39.00**	39.00**	39.00**	39.0**	39.0**	39.0**	39.0**
FEDERAL FUNDS	8,685,586	40,253,738	42,207,322	42,207,322	42,207	42,207	42,207	42,207
	53.07*	53.07*	53.07*	53.07*	53.1*	53.1*	53.1*	53.1*
	6.54**	6.54**	6.54**	6.54**	6.5**	6.5**	6.5**	6.5**
OTHER FEDERAL FUNDS	1,003,239	6,436,941	9,050,000	9,050,000	9,050	9,050	9,050	9,050
	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	260,871,125	365,550,515	365,557,551	365,557,551	365,558	365,558	365,558	365,558
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
INTERDEPARTMENTAL TRANSFERS	638,497	2,891,173	2,891,173	2,891,173	2,891	2,891	2,891	2,891
	19.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	**	**	**	**	**	**	**	**
REVOLVING FUND	1,957,863	2,746,077	2,746,105	2,746,105	2,746	2,746	2,746	2,746
CAPITAL IMPROVEMENT COSTS								
PLANS	65,000							
LAND ACQUISITION	852,000							
DESIGN	126,000							
CONSTRUCTION	16,742,000							
EQUIPMENT	2,215,000							
TOTAL CAPITAL EXPENDITURES	20,000,000							

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

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

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
BY MEANS OF FINANCING								
G.O. BONDS	20,000,000							
TOTAL PERM POSITIONS	541.50*	539.50*	547.50*	547.50*	546.5*	546.5*	546.5*	546.5*
TOTAL TEMP POSITIONS	64.50**	65.50**	66.50**	66.50**	66.5**	66.5**	66.5**	66.5**
TOTAL PROGRAM COST	354,429,501	452,841,595	461,486,776	461,609,939	458,625	458,625	458,625	458,625

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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	292.50*	286.50*	288.50*	288.50*	288.5*	288.5*	288.5*	288.5*
	43.00**	43.00**	43.00**	43.00**	43.0**	43.0**	43.0**	43.0**
PERSONAL SERVICES	12,497,969	27,754,854	22,418,480	22,418,480	22,418	22,418	22,418	22,418
OTHER CURRENT EXPENSES	292,607,591	376,202,939	383,832,897	383,832,897	383,834	383,834	383,834	383,834
TOTAL OPERATING COST	305,105,560	403,957,793	406,251,377	406,251,377	406,252	406,252	406,252	406,252
BY MEANS OF FINANCING	28.10*	32.10*	36.10*	36.10*	36.1*	36.1*	36.1*	36.1*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
GENERAL FUND	47,357,112	11,909,802	12,349,802	12,349,802	12,350	12,350	12,350	12,350
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	394,028	7,543,402	7,543,402	7,543,402	7,544	7,544	7,544	7,544
	263.70*	253.70*	251.70*	251.70*	251.7*	251.7*	251.7*	251.7*
	38.00**	38.00**	38.00**	38.00**	38.0**	38.0**	38.0**	38.0**
FEDERAL FUNDS	8,685,586	39,813,416	41,767,000	41,767,000	41,767	41,767	41,767	41,767
	0.70*	0.70*	0.70*	0.70*	0.7*	0.7*	0.7*	0.7*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS	42,165	400,000	300,000	300,000	300	300	300	300
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
TRUST FUNDS	247,988,172	341,400,000	341,400,000	341,400,000	341,400	341,400	341,400	341,400
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
INTERDEPARTMENTAL TRANSFERS	638,497	2,891,173	2,891,173	2,891,173	2,891	2,891	2,891	2,891
CAPITAL IMPROVEMENT COSTS								
PLANS	65,000							
LAND ACQUISITION	852,000							
DESIGN	126,000							
CONSTRUCTION	16,742,000							
EQUIPMENT	2,215,000							
TOTAL CAPITAL EXPENDITURES	20,000,000							

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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
BY MEANS OF FINANCING								
G.O. BONDS	20,000,000							
TOTAL PERM POSITIONS	292.50*	286.50*	288.50*	288.50*	288.5*	288.5*	288.5*	288.5*
TOTAL TEMP POSITIONS	43.00**	43.00**	43.00**	43.00**	43.0**	43.0**	43.0**	43.0**
TOTAL PROGRAM COST	325,105,560	403,957,793	406,251,377	406,251,377	406,252	406,252	406,252	406,252

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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	81.00*	71.00*	71.00*	71.00*	71.0*	71.0*	71.0*	71.0*
	34.00**	34.00**	34.00**	34.00**	34.0**	34.0**	34.0**	34.0**
PERSONAL SERVICES	5,134,410	13,920,701	9,623,211	9,623,211	9,623	9,623	9,623	9,623
OTHER CURRENT EXPENSES	651,766	10,352,615	12,304,615	12,304,615	12,305	12,305	12,305	12,305
TOTAL OPERATING COST	5,786,176	24,273,316	21,927,826	21,927,826	21,928	21,928	21,928	21,928
<hr/>								
BY MEANS OF FINANCING	9.10*	13.10*	13.10*	13.10*	13.1*	13.1*	13.1*	13.1*
	**	**	**	**	**	**	**	**
GENERAL FUND	3,273,243	6,822,007	6,822,007	6,822,007	6,822	6,822	6,822	6,822
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	394,028	5,364,646	5,364,646	5,364,646	5,365	5,365	5,365	5,365
	71.20*	57.20*	57.20*	57.20*	57.2*	57.2*	57.2*	57.2*
	34.00**	34.00**	34.00**	34.00**	34.0**	34.0**	34.0**	34.0**
FEDERAL FUNDS	1,438,243	8,795,490	6,550,000	6,550,000	6,550	6,550	6,550	6,550
	0.70*	0.70*	0.70*	0.70*	0.7*	0.7*	0.7*	0.7*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS	42,165	400,000	300,000	300,000	300	300	300	300
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
INTERDEPARTMENTAL TRANSFERS	638,497	2,891,173	2,891,173	2,891,173	2,891	2,891	2,891	2,891
TOTAL PERM POSITIONS	81.00*	71.00*	71.00*	71.00*	71.0*	71.0*	71.0*	71.0*
TOTAL TEMP POSITIONS	34.00**	34.00**	34.00**	34.00**	34.0**	34.0**	34.0**	34.0**
TOTAL PROGRAM COST	5,786,176	24,273,316	21,927,826	21,927,826	21,928	21,928	21,928	21,928

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

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. % APPRENTICES COMPLETING TRAINING & ATTAINING CERTIF	8	8	8	8	8	8	8	8
2. PERCENT OF EMPLOYMENT RATE	61.1	62	62	62	62	62	62	62
3. MEDIAN QUARTERLY WAGES TWO QUARTERS AFTER PLACEMENT	9690	10000	10000	10000	10000	10000	10000	10000
PROGRAM TARGET GROUPS								
1. JOB APPLICANTS RECEIVING DLIR PLACEMENT ASSISTANCE	3153	3200	3200	3200	3200	3200	3200	3200
2. APPRENTICES IN APPRENTICESHIP TRAINING PROGRAMS	5230	5200	5200	5200	5200	5200	5200	5200
PROGRAM ACTIVITIES								
1. # JOB APPLICANTS REGISTERED WITH HIRE NET	2215	2300	2300	2300	2300	2300	2300	2300
2. NO. OF APPRENTICESHIP PROGRAMS	109	110	110	110	110	110	110	110
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
TAXES	1,379	1,400	1,400	1,400	1,400	1,400	1,400	1,400
REVENUE FROM OTHER AGENCIES: FEDERAL	5,354	3,400	3,400	3,400	3,400	3,400	3,400	3,400
TOTAL PROGRAM REVENUES	6,733	4,800	4,800	4,800	4,800	4,800	4,800	4,800
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
SPECIAL FUNDS	6,733	4,800	4,800	4,800	4,800	4,800	4,800	4,800
TOTAL PROGRAM REVENUES	6,733	4,800	4,800	4,800	4,800	4,800	4,800	4,800

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 2025-27 Executive Budget Request (LBR 111):

OPERATING BUDGET:

(1) Decrease of \$2,245,490 in federal funds in FY 26 and FY 27 due to the Workforce Innovation Opportunity Act (WIOA) grants now administered by the Workforce Development Council (LBR135).

(2) Decrease of \$100,000 in other federal funds in FY 26 and FY 27 for the Trade Adjustment Assistance Training Program.

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

This program has not conducted an in-depth analysis.

J. Further Considerations

There are no further considerations at this time.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: LBR135
 PROGRAM STRUCTURE NO: 020102
 PROGRAM TITLE: WORKFORCE DEVELOPMENT COUNCIL

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	0.00*	7.00*	7.00*	7.00*	7.0*	7.0*	7.0*	7.0*
	0.00**	0.00**	0.00**	0.00**	0.0**	0.0**	0.0**	0.0**
PERSONAL SERVICES		721,348	843,285	843,285	843	843	843	843
OTHER CURRENT EXPENSES		6,262,548	10,311,741	10,311,741	10,312	10,312	10,312	10,312
TOTAL OPERATING COST	0	6,983,896	11,155,026	11,155,026	11,155	11,155	11,155	11,155
BY MEANS OF FINANCING								
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
GENERAL FUND		455,026	455,026	455,026	455	455	455	455
	*	7.00*	7.00*	7.00*	7.0*	7.0*	7.0*	7.0*
	**	**	**	**	**	**	**	**
FEDERAL FUNDS		6,528,870	10,700,000	10,700,000	10,700	10,700	10,700	10,700
TOTAL PERM POSITIONS	*	7.00*	7.00*	7.00*	7.0*	7.0*	7.0*	7.0*
TOTAL TEMP POSITIONS	**	**	**	**	**	**	**	**
TOTAL PROGRAM COST		6,983,896	11,155,026	11,155,026	11,155	11,155	11,155	11,155

PROGRAM ID: LBR135
PROGRAM STRUCTURE: 020102
PROGRAM TITLE: WORKFORCE DEVELOPMENT COUNCIL

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. % ADULTS EMPLOYED 6 MOS AFTER PROGRAMS	72.4	70	70	70	70	70	70	70
2. % ADULTS EMPLOYED 12 MOS AFTER PROGRAMS	72.9	70	70	70	70	70	70	70
3. % ADULTS ATTAINING CREDENTIAL	63.4	60	60	60	60	60	60	60
4. % DISLOCATED WORKER EMPLOYED 6 MOS AFTER PROGRAM	68.8	70	70	70	70	70	70	70
5. % DISLOCATED WORKER EMPLOYED 12 MOS AFTER PROGRAM	65.4	65	65	65	65	65	65	65
6. % DISLOCATED WORKER ATTAINING CREDENTIAL	76.9	77	77	77	77	77	77	77
7. % YOUTH EDUCATED TRAINED EMPLOYED 6 MOS AFT PRGRM	65.3	65	65	65	65	65	65	65
8. % YOUTH EDUCATED TRAINED EMPLOYED 12 MOS AFT PRGRM	63.9	64	64	64	64	64	64	64
9. % YOUTHS ATTAINING CREDENTIAL	55.7	55	55	55	55	55	55	55
PROGRAM TARGET GROUPS								
1. ADULTS RECEIVING SERVICES	613	600	600	600	600	600	600	600
2. ADULTS MEDIAN EARNINGS 6 MOS AFTER PROGRAM	8810	8800	8800	8800	8800	8800	8800	8800
3. ADULT REQUESTING CREDENTIAL	93	90	90	90	90	90	90	90
4. DISLOCATED WORKER RECEIVING SERVICES	163	160	160	160	160	160	160	160
5. DISLOCATED WORKER MEDIAN EARNINGS 6 MOS AFT PRGRM	10155	10150	10150	10150	10150	10150	10150	10150
6. DISLOCATED WORKER REQUESTING CREDENTIAL	39	40	40	40	40	40	40	40
7. YOUTH RECEIVING EDUCATION TRAINING EMPLOYMENT	152	150	150	150	150	150	150	150
8. YOUTH REQUESTING CREDENTIAL	88	90	90	90	90	90	90	90
PROGRAM ACTIVITIES								
1. NO. OF COLLABORATION ACTY W/ INDUSTRY, COMM, AGNCY	0	12	12	12	12	12	12	12
2. NO. OF SUCCESSFUL WORKFORCE PRGRMS & ACTIVITIES	0	8	8	8	8	8	8	8
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUE FROM OTHER AGENCIES: FEDERAL	5,055	5,000	5,000	5,000	5,000	5,000	5,000	5,000
TOTAL PROGRAM REVENUES	5,055	5,000	5,000	5,000	5,000	5,000	5,000	5,000
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
SPECIAL FUNDS	5,055	5,000	5,000	5,000	5,000	5,000	5,000	5,000
TOTAL PROGRAM REVENUES	5,055	5,000	5,000	5,000	5,000	5,000	5,000	5,000

Program Plan Narrative

LBR135: WORKFORCE DEVELOPMENT COUNCIL

02 01 02

A. Statement of Program Objectives

To provide coordinated, aligned, comprehensive State workforce development systems that ensure all employers have competitively-skilled employees and residents have sustainable employment and self-sufficiency and support economic growth in compliance with the Workforce Innovation and Opportunity Act (WIOA).

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

FB 2025-27 Executive Budget Request (LBR 135):

Increase of \$4,171,130 in federal funds in FY 26 and FY 27 for the Workforce Investment Opportunity Act to support the adults, youth, and dislocated workers programs by contracting with the counties and nonprofit agencies.

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

C. Description of Activities Performed

* The Workforce Development Council (WDC) advises the Governor; Legislature; and partners with federal, State, and county agencies on workforce strategies and policies.

* WDC is the Governor's designated agency to administer and implement the Federal Workforce Innovation and Opportunity Act (WIOA) in Hawaii. WDC receives federal funding for WIOA Title 1 adult, dislocated worker, and youth programs. WDC facilitates partnerships and collaboration among workforce programs.

* WDC provides the US Department of Labor with annual WIOA performance reports, the State's four-year workforce plan, quarterly performance and fiscal reports for WIOA Title 1 programs, and the WDC annual report to the Governor and Legislature.

* WDC provides technical assistance to local workforce development boards, updates WIOA policies and the four-year State WIOA Plan, reviews and advises on the workforce partners' status and issues, and ensures compliance with federal laws and regulations.

* WDC conducts reviews, monitoring, and certification of local boards and plans prepared by the local workforce development boards, and county American Job Centers (one-stop centers).

* The WDC Executive Director serves on the National Association of State Workforce Agencies (NASWA) Board of Directors as Region IX Alternate and is active with various workforce programs through the National Governors Association (NGA) providing representation for Hawaii at the national level.

* The WDC Board's Workforce Resiliency Initiative is a three-year plan to help Hawaii's workforce prepare for and mitigate future economic disasters through retraining and upskilling people to improve employment opportunities through creating digital equity by training up to 91% of the State's residents who need basic training on computers (digital devices).

* WDC prepares a funding summary and analysis every other year for the Governor and Legislature providing an overview of all State and federal funded workforce and education programs.

D. Statement of Key Policies Pursued

The WDC's major policy documents are the U.S. Department of Labor WIOA law enacted by Congress in 2014 and the Code of Federal Regulations (CFR), the approved four-year WIOA Unified State Plan, and the Workforce Development Council's Strategic Plan which serves both State and federal purposes. WDC is the workforce policy advisory body to the Governor, Legislature, and State and local workforce programs.

E. Identification of Important Program Relationships

The WDC's major policy documents are the U.S. Department of Labor WIOA law enacted by Congress in 2014 and the Code of Federal Regulations (CFR), the approved four-year WIOA Unified State Plan, and the Workforce Development Council's Strategic Plan which serves both State and federal purposes. WDC is the workforce policy advisory body to the Governor, Legislature, and State and local workforce programs.

Program Plan Narrative

LBR135: WORKFORCE DEVELOPMENT COUNCIL

02 01 02

F. Description of Major External Trends Affecting the Program

The immediate external trends affecting the program are primarily due to the COVID-19 pandemic: (1) State government reductions; (2) federal government workforce program requirements and decreasing funds to support an increasing workload hampered by social distancing restrictions limiting services through virtual technology; (3) imbalances in labor supply and demand; (4) changing State economic sectors impacted by the burgeoning effects of technology, industry restructuring, global competition, and State and private diversification efforts; (5) demographics such as the aging population and growing immigrant populations; (6) education and training reform particularly in standards-based knowledge, skills and performance; and (7) federal work first policies in social services programs.

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

The list of Title 1 program goals with the WIOA performance measures negotiated with the U.S. Department of Labor are: the percentage of adults placed in employment (2nd quarter after exit); the percentage of dislocated workers placed in employment (2nd quarter after exit); the percentage of youths placed in employment (2nd quarter after exit); the percentage of adults placed in employment (4th quarter after exit); the percentage of dislocated workers placed in employment (4th quarter after exit); the percentage of youths placed in employment (4th quarter after exit); the percentage of credential attainment rate for adults; the percentage of credential attainment rate for dislocated workers; and the percentage of credential attainment rate for youths.

H. Discussion of Program Revenues

None.

I. Summary of Analysis Performed

An analysis of the program has not been performed.

J. Further Considerations

One-time disaster federal grant awards from the U.S. Department of Labor due to the Maui Wildfire (Wildfire).

* \$10,595,171 QUEST Disaster Recovery Dislocated Worker Grant (DWG) to match displaced workers directly impacted by Wildfire with employers in temporary employment positions that offer humanitarian and disaster relief services.

* \$10,531,320 Disaster Recovery Dislocated Worker Grant (DWG) to assist unemployed people who experience mass layoffs or business closures as a result of Wildfire to receive career services, education, training opportunities, and supportive services.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: LBR171
 PROGRAM STRUCTURE NO: 020103
 PROGRAM TITLE: UNEMPLOYMENT INSURANCE PROGRAM

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	200.50*	197.50*	197.50*	197.50*	197.5*	197.5*	197.5*	197.5*
	0.00**	0.00**	0.00**	0.00**	0.0**	0.0**	0.0**	0.0**
PERSONAL SERVICES	6,225,339	11,666,686	10,377,865	10,377,865	10,378	10,378	10,378	10,378
OTHER CURRENT EXPENSES	289,287,408	350,977,372	352,294,137	352,294,137	352,294	352,294	352,294	352,294
TOTAL OPERATING COST	295,512,747	362,644,058	362,672,002	362,672,002	362,672	362,672	362,672	362,672
BY MEANS OF FINANCING								
	8.00*	8.00*	10.00*	10.00*	10.0*	10.0*	10.0*	10.0*
	**	**	**	**	**	**	**	**
GENERAL FUND	41,038,422	1,098,246	1,098,246	1,098,246	1,098	1,098	1,098	1,098
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	192.50*	2,173,756	2,173,756	2,173,756	2,174	2,174	2,174	2,174
	**	**	**	**	**	**	**	**
FEDERAL FUNDS	6,486,153	17,972,056	18,000,000	18,000,000	18,000	18,000	18,000	18,000
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
TRUST FUNDS	247,988,172	341,400,000	341,400,000	341,400,000	341,400	341,400	341,400	341,400
TOTAL PERM POSITIONS	200.50*	197.50*	197.50*	197.50*	197.5*	197.5*	197.5*	197.5*
TOTAL TEMP POSITIONS	**	**	**	**	**	**	**	**
TOTAL PROGRAM COST	295,512,747	362,644,058	362,672,002	362,672,002	362,672	362,672	362,672	362,672

PROGRAM ID: **LBR171**
PROGRAM STRUCTURE: **020103**
PROGRAM TITLE: **UNEMPLOYMENT INSURANCE PROGRAM**

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. NO. INSURED EMPLOYEES AS % OF TTL LBR FORCE	94	94	94	94	94	94	94	94
2. NO. PROMPT PAYMTS MADE AS % TOTAL NO. PAYMT	70	70	70	70	70	70	70	70
3. NO. ACCEPTABLE NONMON. DET. AS % TOTAL NONMON DET	86	86	86	86	86	86	86	86
4. NO. ACCEPTABLE APPEALS DEC. AS % TTL DECISIONS	100	100	100	100	100	100	100	100
5. NO. PROMPT STATUS DET. AS % TOTAL STATUS DET.	84	84	84	84	84	84	84	84
6. NO. AUDITS PERFORMED AS % TTL EMPLOYERS	1	1	1	1	1	1	1	1
7. NO. EMPLOYERS DELINQ FOR TAXES AS % TTL EMPLOYERS	14	14	14	14	14	14	14	14
PROGRAM TARGET GROUPS								
1. NO. OF INSURED UNEMPLOYED INDIVIDUALS (WKLY AVE)	8812	12673	10673	12923	13058	13192	13327	13327
2. NO. OF SUBJECT EMPLOYERS	40700	41500	42300	43100	44000	44900	45800	45800
3. NO. OF SELF-FINANCED NON-PROFIT ORGANIZATIONS	284	284	284	284	284	284	284	284
PROGRAM ACTIVITIES								
1. INITIAL OR NEW CLAIMS (ALL PROGRAMS)	77086	105400	88800	107500	108600	109800	110900	110900
2. CONTINUED CLAIMS (ALL PROGRAMS) (1000'S)	468	659	555	672	679	686	693	693
3. CLAIMS ADJUDICATION - ALL PROG (NON-MONETARY DET)	39800	55800	47000	56900	57500	58100	58700	58700
4. STATUS DETERMINATIONS	9753	9500	9700	9900	10100	10300	10500	10500
5. EMPLOYER AUDITS	450	460	470	470	480	490	500	500
6. TAX PAYMENT PROCESSING	161600	164800	168000	171200	174800	178400	182000	182000
7. WAGE RECORDS (1000S)	2830	2777	2804	2832	2861	2889	2918	2918
8. INSURED UNEMPLOYMENT RATE	1.4	1.5	1.3	1.5	1.5	1.5	1.5	1.5
9. TOTAL UNEMPLOYMENT RATE	3.0	2.7	2.5	2.5	2.5	2.5	2.5	2.5
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
TAXES	332,560	301,000	301,000	301,000	301,000	301,000	301,000	301,000
REVENUES FROM THE USE OF MONEY AND PROPERTY	15,502	15,500	15,500	15,500	15,500	15,500	15,500	15,500
REVENUE FROM OTHER AGENCIES: FEDERAL	33,134	32,000	20,000	20,000	20,000	20,000	20,000	20,000
TOTAL PROGRAM REVENUES	381,196	348,500	336,500	336,500	336,500	336,500	336,500	336,500
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
SPECIAL FUNDS	19,460	18,500	18,500	18,500	18,500	18,500	18,500	18,500
ALL OTHER FUNDS	361,736	330,000	318,000	318,000	318,000	318,000	318,000	318,000
TOTAL PROGRAM REVENUES	381,196	348,500	336,500	336,500	336,500	336,500	336,500	336,500

Program Plan Narrative

LBR171: UNEMPLOYMENT INSURANCE PROGRAM

02 01 03

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 2025-27 Executive Budget Request (LBR 171):

OPERATING BUDGET:

- (1) Transfer \$20,400,000 in trust fund benefit payments in FY 26 and FY 27 from LBR171/LC to LBR171/LA for a combined total of \$341,400,000.
- (2) Increase of \$27,944 in federal funds in FY 26 and FY 27 to support the Unemployment Insurance (UI) Administration Program.
- (3) Convert two permanent federal funds UI Specialists to permanent general funded program specialists in FY 26 and FY 27 to promote equitable access, diversity, and inclusion in all aspects of the UI Program.

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, and reduce tax delinquency.
- * Strengthen the organization, its management, 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 1.5%.
2. Employer data is based on the number of subject employers.

H. Discussion of Program Revenues

Status of federal grants as of FY 24:

1. Federal base grant for administrative costs FY 24 - \$17,302,365.

Program Plan Narrative

LBR171: UNEMPLOYMENT INSURANCE PROGRAM

02 01 03

2. Employer contribution to the trust fund for payment of UI benefits during FY 24 - \$331,766,664.
3. State Employment and Training Assessment FY 24 - \$1,378,603.
4. Special UI Administrative funds for Administrative costs for FY 24 - \$2,323,296.

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

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	11.00*	11.00*	13.00*	13.00*	13.0*	13.0*	13.0*	13.0*
	9.00**	9.00**	9.00**	9.00**	9.0**	9.0**	9.0**	9.0**
PERSONAL SERVICES	1,138,220	1,446,119	1,574,119	1,574,119	1,574	1,574	1,574	1,574
OTHER CURRENT EXPENSES	2,668,417	8,610,404	8,922,404	8,922,404	8,923	8,923	8,923	8,923
TOTAL OPERATING COST	3,806,637	10,056,523	10,496,523	10,496,523	10,497	10,497	10,497	10,497
BY MEANS OF FINANCING								
	11.00*	11.00*	13.00*	13.00*	13.0*	13.0*	13.0*	13.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
GENERAL FUND	3,045,447	3,534,523	3,974,523	3,974,523	3,975	3,975	3,975	3,975
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND		5,000	5,000	5,000	5	5	5	5
	*	*	*	*	*	*	*	*
FEDERAL FUNDS	4.00**	4.00**	4.00**	4.00**	4.0**	4.0**	4.0**	4.0**
	761,190	6,517,000	6,517,000	6,517,000	6,517	6,517	6,517	6,517
CAPITAL IMPROVEMENT COSTS								
PLANS	65,000							
LAND ACQUISITION	852,000							
DESIGN	126,000							
CONSTRUCTION	16,742,000							
EQUIPMENT	2,215,000							
TOTAL CAPITAL EXPENDITURES	20,000,000							
BY MEANS OF FINANCING								
G.O. BONDS	20,000,000							
TOTAL PERM POSITIONS	11.00*	11.00*	13.00*	13.00*	13.0*	13.0*	13.0*	13.0*
TOTAL TEMP POSITIONS	9.00**	9.00**	9.00**	9.00**	9.0**	9.0**	9.0**	9.0**
TOTAL PROGRAM COST	23,806,637	10,056,523	10,496,523	10,496,523	10,497	10,497	10,497	10,497

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

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. % PERSONS EMPLOYED THRU OCS	100	100	100	100	100	100	100	100
2. % PERSONS PROVIDED FOOD THRU OCS	100	100	100	100	100	100	100	100
3. % GIA FUNDS EXPENDED/CONTRACTED AMT	45	51	51	51	51	51	51	51
PROGRAM TARGET GROUPS								
1. # NON-PROFIT ORG RECV GIA FUNDS THRU OCS	152	156	156	156	156	156	156	156
2. # PERSONS RECV SVCS THRU OCS	1185242	898686	898686	898686	898686	898686	898686	898686
3. # PERSONS PROV EMPLOYMENT SVCS THRU OCS	699	726	726	726	726	726	726	726
PROGRAM ACTIVITIES								
1. # FEDERAL GRANTS AWARDED TO THE OCS	13	13	13	13	13	13	31	13
2. \$ AMT OF FED GRANTS AWARDED TO THE OCS (\$M)	11.7	11.7	11.7	11.7	11.7	11.7	11.7	11.7
3. # FEDERALLY-FUNDED CONTRACT ADMINISTERED BY OCS	32	33	33	33	33	33	33	33
4. # STATE-FUNDED CONTRACTS ADMINISTERED BY THE OCS	184	200	200	200	200	200	200	200
5. \$ AMT OF STATE CONTRACTS ADMINISTERED BY OCS (\$M)	43.5	48.6	48.6	48.6	48.6	48.6	48.6	48.6
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUE FROM OTHER AGENCIES: FEDERAL	7,264							
FINES, FORFEITS AND PENALTIES	2							
TOTAL PROGRAM REVENUES	7,266							
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
SPECIAL FUNDS	7,116							
ALL OTHER FUNDS	150							
TOTAL PROGRAM REVENUES	7,266							

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 2025-27 Executive Budget Request (LBR 903):

OPERATING BUDGET:

Add \$440,000 in general funds and two permanent positions in FY 26 and FY 27 to expand the immigration resource centers and provide more direct client assistance.

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.

F. Description of Major External Trends Affecting the Program

Due to emergency food organizations' supply chain challenges and elevated food costs, two federally funded programs administered by OCS received supplemental funding through the Commodity Credit Corporation Charter Act, resulting in more awards for OCS to administer.

Furthermore, OCS is currently overseeing a total of 237 Grants in Aid (GIAs) that encompass grants from SLH 2019 to SLH 2024. At this time, 125 of the GIAs are active contracts, while 112 remain uncontracted, pertaining to grants from SLH 2023 and SLH 2024.

Program Plan Narrative

LBR903: OFFICE OF COMMUNITY SERVICES

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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.

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 major needs. Some examples include: Hawaii Community Action Program's Science Technology Engineering and Math afterschool program for kids in grades two to eight; 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 an increased volume of GIA and capital improvement project awards/contracts, assisting food program providers with administering their programs, and more attention to grant monitoring, have 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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	185.00*	184.00*	187.00*	187.00*	186.0*	186.0*	186.0*	186.0*
	10.50**	10.50**	10.50**	10.50**	10.5**	10.5**	10.5**	10.5**
PERSONAL SERVICES	11,191,316	14,742,456	14,792,648	14,918,840	14,919	14,919	14,919	14,919
OTHER CURRENT EXPENSES	13,933,650	25,615,449	28,795,561	28,806,032	25,821	25,821	25,821	25,821
EQUIPMENT			13,500					
TOTAL OPERATING COST	25,124,966	40,357,905	43,601,709	43,724,872	40,740	40,740	40,740	40,740
BY MEANS OF FINANCING								
	134.80*	133.80*	136.80*	136.80*	135.8*	135.8*	135.8*	135.8*
	0.50**	0.50**	0.50**	0.50**	0.5**	0.5**	0.5**	0.5**
GENERAL FUND	9,323,076	10,411,313	13,448,053	13,571,216	10,586	10,586	10,586	10,586
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND		300,000	500,000	500,000	500	500	500	500
	20.20*	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	961,074	2,750,000	2,750,000	2,750,000	2,750	2,750	2,750	2,750
	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	12,882,953	24,150,515	24,157,551	24,157,551	24,158	24,158	24,158	24,158
	19.00*	19.00*	19.00*	19.00*	19.0*	19.0*	19.0*	19.0*
	**	**	**	**	**	**	**	**
REVOLVING FUND	1,957,863	2,746,077	2,746,105	2,746,105	2,746	2,746	2,746	2,746
TOTAL PERM POSITIONS	185.00*	184.00*	187.00*	187.00*	186.0*	186.0*	186.0*	186.0*
TOTAL TEMP POSITIONS	10.50**	10.50**	10.50**	10.50**	10.5**	10.5**	10.5**	10.5**
TOTAL PROGRAM COST	25,124,966	40,357,905	43,601,709	43,724,872	40,740	40,740	40,740	40,740

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: LBR143
 PROGRAM STRUCTURE NO: 020201
 PROGRAM TITLE: HI OCCUPATIONAL SAFETY & HEALTH PROGRAM

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	56.00*	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	3,356,284	4,626,565	4,626,593	4,626,593	4,626	4,626	4,626	4,626
OTHER CURRENT EXPENSES	541,976	1,912,716	1,912,716	1,912,716	1,913	1,913	1,913	1,913
TOTAL OPERATING COST	3,898,260	6,539,281	6,539,309	6,539,309	6,539	6,539	6,539	6,539
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BY MEANS OF FINANCING	17.30*	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	984,175	1,393,204	1,393,204	1,393,204	1,393	1,393	1,393	1,393
	19.70*	19.70*	19.70*	19.70*	19.7*	19.7*	19.7*	19.7*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS	956,222	2,400,000	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	1,957,863	2,746,077	2,746,105	2,746,105	2,746	2,746	2,746	2,746
TOTAL PERM POSITIONS	56.00*	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	3,898,260	6,539,281	6,539,309	6,539,309	6,539	6,539	6,539	6,539

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

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. ACCIDENT, INJURY/ILLNESS RATE PER 100 EMPLOYEES	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3
2. WORKDAYS LOST PER 100 EMPLOYEES	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.2
3. WORK-RELATED FATALITIES PER 100,000 EMPLOYEES	3.57	3.57	3.57	3.57	3.57	3.57	3.57	3.57
4. AVERAGE WORKERS' COMPENSATION COSTS	12444	12500	12500	12500	12500	12500	12500	12500
5. % OF ELEVATORS INSPECTED	47	50	50	50	50	50	50	50
6. % OF BOILER AND PRESSURE VESSELS INSPECTED	86	86	86	86	86	86	86	86
PROGRAM TARGET GROUPS								
1. COVERED CIVILIAN WORK FORCE EXCEPT FED/MARITIME	585066	585066	585066	585066	585066	585066	585066	585066
2. COVERED EMPLOYERS EXCLUDING FEDERAL AND MARITIME	51943	51943	51943	51943	51943	51943	51943	51943
3. # ELEVATORS, BOILERS, ETC. IN STATE	19380	19400	19400	19400	19400	19400	19400	19400
4. HMOAB CERTIFIED WORKERS	276	280	280	280	280	280	280	280
PROGRAM ACTIVITIES								
1. # OF SAFETY/HEALTH COMPLIANCE INSPECTIONS	449	450	450	450	450	450	450	450
2. # SAFETY/HEALTH COMPLIANCE ASSISTANCE CONSULTATION	109	85	85	85	85	85	85	85
3. # FATALITY/CATASTROPHE INVESTGTNS FOR SAFETY/HTH	3	5	5	5	5	5	5	5
4. # DISCRIMINATION INVESTIGATIONS FOR SAFETY/HTH	15	15	15	15	15	15	15	15
5. # OF SAFETY AND HEALTH HAZARDS CORRECTED	988	800	800	800	800	800	800	800
6. # OF ELEVATOR/ETC. INSPECTIONS	4305	4300	4300	4300	4300	4300	4300	4300
7. # OF BOILER AND PRESSURE VESSEL INSPECTIONS	4725	4800	4800	4800	4800	4800	4800	4800
8. # OF COMPLAINTS SATISFIED WITH TIMELY RESPONSES	40	40	40	40	40	40	40	40
9. # OF HMOAB NEW/RENEW APPLICAITONS PROCESSED	138	140	140	140	140	140	140	140
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUES FROM THE USE OF MONEY AND PROPERTY	39	40	40	40	40	40	40	40
REVENUE FROM OTHER AGENCIES: FEDERAL	2,108	2,000	2,000	2,000	2,000	2,000	2,000	2,000
CHARGES FOR CURRENT SERVICES	2,204	2,327	2,227	2,227	2,227	2,227	2,227	2,227
FINES, FORFEITS AND PENALTIES	917	1,000	1,000	1,000	1,000	1,000	1,000	1,000
TOTAL PROGRAM REVENUES	5,268	5,367	5,267	5,267	5,267	5,267	5,267	5,267
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
GENERAL FUNDS	919	1,102	1,002	1,002	1,002	1,002	1,002	1,002
ALL OTHER FUNDS	4,349	4,265	4,265	4,265	4,265	4,265	4,265	4,265
TOTAL PROGRAM REVENUES	5,268	5,367	5,267	5,267	5,267	5,267	5,267	5,267

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 2025-27 Executive Budget Request (LBR 143): None.

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 the root causes of accidents and to prevent their recurrence.

* The program inspects boilers and pressure vessels, elevators and kindred equipment, and amusement rides for the 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 effects 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 professional positions. The program also expends significant monies to train its professional employees.

* Small businesses are 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.

I. Summary of Analysis Performed

This program has not conducted an in-depth analysis.

Program Plan Narrative

LBR143: HI OCCUPATIONAL SAFETY & HEALTH PROGRAM

02 02 01

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, pressure vessels, elevators, and kindred equipment. The program has 11 elevator inspectors 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.

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

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

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	19.00*	18.00*	20.00*	20.00*	20.0*	20.0*	20.0*	20.0*
	0.00**	0.00**	0.00**	0.00**	0.0**	0.0**	0.0**	0.0**
PERSONAL SERVICES	1,045,175	1,285,028	1,348,124	1,411,220	1,411	1,411	1,411	1,411
OTHER CURRENT EXPENSES	30,111	330,111	531,711	531,711	532	532	532	532
EQUIPMENT			4,000					
TOTAL OPERATING COST	1,075,286	1,615,139	1,883,835	1,942,931	1,943	1,943	1,943	1,943
BY MEANS OF FINANCING								
	19.00*	18.00*	20.00*	20.00*	20.0*	20.0*	20.0*	20.0*
	**	**	**	**	**	**	**	**
GENERAL FUND	1,075,286	1,315,139	1,383,835	1,442,931	1,443	1,443	1,443	1,443
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND		300,000	500,000	500,000	500	500	500	500
TOTAL PERM POSITIONS	19.00*	18.00*	20.00*	20.00*	20.0*	20.0*	20.0*	20.0*
TOTAL TEMP POSITIONS	**	**	**	**	**	**	**	**
TOTAL PROGRAM COST	1,075,286	1,615,139	1,883,835	1,942,931	1,943	1,943	1,943	1,943

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

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. COMPLAINT RATE (PER 100,000 LABOR FORCE - WAGES)	36	33	33	33	33	33	33	33
2. COMPLAINT RATE (PER 100,000 LABOR FORCE-HEARINGS)	6	3	3	3	3	3	3	3
3. % OF WAGE FINDINGS WITHIN 100 DAYS OF COMPLAINT	68	63	63	63	63	63	63	63
4. % OF WORKR INJURY TERMNTN DECN W/N 100 DAYS OF HRG	100	100	100	100	100	100	100	100
5. % OF MONETARY VIOLATIONS /100 EMPLYRS INVESTIGATED	32	30	30	30	30	30	30	30
6. % OF CHAPTER 104 FINDINGS W/N 195 DYS OF COMPLAINT	55	8	8	8	8	8	8	8
7. CHILD LABOR VIOLATION RATE (PER 10,000 MINORS)	4	4	4	4	4	4	4	4
8. % OF SATISFIED CUSTOMERS	98	97	97	97	97	97	97	97
PROGRAM TARGET GROUPS								
1. TOTAL NO. OF EMPLOYERS	41180	41900	41900	41900	41900	41900	41900	41900
2. TOTAL NO. OF LABOR FORCE (THOUSANDS)	601	606	606	606	606	606	606	606
3. TOTAL NO. OF COMPLAINTS (WAGES)	214	197	197	197	197	197	197	197
4. TOTAL NUMBER OF COMPLAINTS & APPEALS (HEARINGS).	35	20	20	20	20	20	20	20
5. TOTAL NO. OF MINORS (14 - 17 YEARS)	64095	64105	64105	64105	64105	64105	64105	64105
PROGRAM ACTIVITIES								
1. INVESTIGATIONS COMPLETED	205	219	219	219	219	219	219	219
2. CERTIFICATES ISSUED	12193	11274	11274	11274	11274	11274	11274	11274
3. COMPLAINT AND APPEAL HEARINGS	23	28	28	28	28	28	28	28
4. ENROLLEES AT EDUCATIONAL WORKSHOPS	72	50	50	50	50	50	50	50

Program Plan Narrative

LBR152: WAGE STANDARDS PROGRAM

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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:

(1) Adds \$68,696 in general funds in FY 26 for six months of funding and \$127,792 in FY 27 for full-year funding for two Labor Law Enforcement Specialist IV, SR-22, positions in the Compliance Branch to reduce the backlog of labor law complaints investigated by the Wage Standards Division. Includes additional funds to provide equipment for the positions.

(2) Increase of \$200,000 in the Labor Law Enforcement Special Fund in FY 26 and FY 27 to pay the Department of Budget and Finance for Department Administrative Expenses and Central Services annual Special Fund assessment.

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 leaves, 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 on 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

Program Plan Narrative

LBR152: WAGE STANDARDS PROGRAM

02 02 02

before violations are found.

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 is 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

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

J. Further Considerations

As a core program within the department, the program serves employees who would otherwise not have the funds, knowledge, or ability to obtain 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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
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	1,552,562	2,007,483	2,007,483	2,007,483	2,008	2,008	2,008	2,008
OTHER CURRENT EXPENSES	58,344	186,150	186,150	186,150	186	186	186	186
TOTAL OPERATING COST	1,610,906	2,193,633	2,193,633	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	1,606,054	1,843,633	1,843,633	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*
OTHER FEDERAL FUNDS	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
	4,852	350,000	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	1,610,906	2,193,633	2,193,633	2,193,633	2,194	2,194	2,194	2,194

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

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. % EMPLOY DISCRIM INVESTIG COMPLETED W/IN 18 MONTHS	34	70	70	70	70	70	70	70
2. % FAIR HSG DISCRIM INVESTIG COMPLETED W/IN 18 MOS	22	70	70	70	70	70	70	70
3. % PUBLIC ACCOM DISCRIM INVESTIG COMPLETED W/IN 18M	44	75	75	75	75	75	75	75
4. % STATE SVC DISCRIM INVESTIG COMPLETED W/IN 18 MOS	100	75	75	75	75	75	75	75
PROGRAM TARGET GROUPS								
1. # EMPLOYMENT DISCRIM COMPLAINTS FILED ANNUALLY	126	230	230	230	230	230	230	230
2. # FAIR HOUSING DISCRIM COMPLAINTS FILED ANNUALLY	63	40	40	40	40	40	40	40
3. # PUBLIC ACCOMM DISCRIM COMPLAINTS FILED ANNUALLY	18	25	25	25	25	25	25	25
4. # STATE SVCS DISCRIM COMPLAINTS FILED ANNUALLY	3	5	5	5	5	5	5	5
PROGRAM ACTIVITIES								
1. #INVESTIG/CLOSING EMPLOY DISCRIM CASES 368-3,HRS	172	170	170	170	170	170	170	170
2. #INVESTIG/CLOSING FAIR HSG DISCRIM CASES 368-3,HRS	33	25	25	25	25	5	5	5
3. #INVESTIG/CLOSING ACCOMM DISCRIM CASES 368-3,HRS	16	15	15	15	15	15	15	15
4. #INVESTIG/CLOSING STATE SVC DISCRIM CASE 368-3,HRS	2	5	5	5	5	5	5	5
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUE FROM OTHER AGENCIES: FEDERAL	111	100	100	100	100	100	100	100
TOTAL PROGRAM REVENUES	111	100	100	100	100	100	100	100
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
ALL OTHER FUNDS	111	100	100	100	100	100	100	100
TOTAL PROGRAM REVENUES	111	100	100	100	100	100	100	100

Program Plan Narrative

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 2025-27 Executive Budget Request (LBR 153): None.

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, 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 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. Equal Employment Opportunity 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.

F. Description of Major External Trends Affecting the Program

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

Program Plan Narrative

LBR153: HAWAII CIVIL RIGHTS COMMISSION

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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 the filing of the complaint with the HCRC to satisfy the exhaustion of administrative remedies. The great majority of complaints filed with the HCRC are resolved, reached 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 the 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: LBR183
 PROGRAM STRUCTURE NO: 020204
 PROGRAM TITLE: DISABILITY COMPENSATION PROGRAM

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	87.00*	87.00*	88.00*	88.00*	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	5,237,295	6,823,380	6,810,448	6,873,544	6,874	6,874	6,874	6,874
OTHER CURRENT EXPENSES	13,303,219	23,186,472	26,164,984	26,175,455	23,190	23,190	23,190	23,190
EQUIPMENT			9,500					
TOTAL OPERATING COST	18,540,514	30,009,852	32,984,932	33,048,999	30,064	30,064	30,064	30,064
BY MEANS OF FINANCING								
	76.00*	76.00*	77.00*	77.00*	76.0*	76.0*	76.0*	76.0*
	**	**	**	**	**	**	**	**
GENERAL FUND	5,657,561	5,859,337	8,827,381	8,891,448	5,906	5,906	5,906	5,906
	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	12,882,953	24,150,515	24,157,551	24,157,551	24,158	24,158	24,158	24,158
TOTAL PERM POSITIONS	87.00*	87.00*	88.00*	88.00*	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	18,540,514	30,009,852	32,984,932	33,048,999	30,064	30,064	30,064	30,064

PROGRAM ID: **LBR183**
PROGRAM STRUCTURE: **020204**
PROGRAM TITLE: **DISABILITY COMPENSATION PROGRAM**

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. % OF NON-COMPLIANT EMPLOYERS	33	30	30	25	25	25	25	25
2. % WORKERS' COMP DECISIONS W/IN 60 DAYS OF HEARING	87	87	87	85	85	85	85	85
PROGRAM TARGET GROUPS								
1. SUBJECT EMPLOYERS	42560	43290	43290	40000	40000	40000	40000	40000
2. COVERED WORKERS	603870	608700	608700	585400	585400	585400	585400	585400
3. WORKERS REQUIRING SERVICES - WC	38499	40000	40000	40000	40000	40000	40000	40000
PROGRAM ACTIVITIES								
1. INVESTIGATIONS	116964	117000	117000	99000	99000	99000	99000	99000
2. AUDITS	201	300	300	330	330	330	330	330
3. PLANS REVIEW	6952	9000	9000	9300	9300	9300	9300	9300
4. TOTAL CLAIMS - NEW (WC)	18246	18000	18000	18000	18000	18000	18000	18000
5. DECISIONS (WC)	4297	5000	5400	5400	5400	5400	5400	5400
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUES FROM THE USE OF MONEY AND PROPERTY	523	502	502	502	502	502	502	502
CHARGES FOR CURRENT SERVICES	16,332	15,250	15,250	15,250	15,250	15,250	15,250	15,250
FINES, FORFEITS AND PENALTIES	283	100	100	100	100	100	100	100
TOTAL PROGRAM REVENUES	17,138	15,852	15,852	15,852	15,852	15,852	15,852	15,852
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
GENERAL FUNDS	8	50	50	50	50	50	50	50
ALL OTHER FUNDS	17,130	15,802	15,802	15,802	15,802	15,802	15,802	15,802
TOTAL PROGRAM REVENUES	17,138	15,852	15,852	15,852	15,852	15,852	15,852	15,852

Program Plan Narrative

LBR183: DISABILITY COMPENSATION PROGRAM

02 02 04

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):

(1) Add general funds of \$2,974,112 in FY 26 and \$2,984,583 in FY 27 for IT consultant, software licenses, and Amazon Web Services (AWS) Environment and storage costs in support of the Disability Compensation Electronic Case Management Modernization project.

(2) Add general funds of \$76,996 in FY 26 and \$130,592 in FY 27 and two permanent Disability Compensation Enforcement Specialist IV to enforce Workers' Compensation, Temporary Disability Insurance, and Prepaid Health Care laws.

(3) Transfer out \$83,064 in general funds and one IT Band B permanent position in FY 26 and FY 27 to LBR 902/AA General Administration to support all department programs.

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 ensure 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, Office of Enterprise Technology Services; 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 2024 caused by the Maui Wildfires will severely affect funding to the Disability Compensation Division (DCD) for the next two to four years. Restrictive funding will result in downsizing the DCD 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

Until the DCD can fill its vacant positions, the program plans to focus its efforts on services that have statutory deadlines while providing its remaining services on a time-available basis. Budget restrictions will prevent DCD from filling vacant positions and restoring its services to the

Program Plan Narrative

LBR183: DISABILITY COMPENSATION PROGRAM

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public to pre-pandemic levels. Positions will be filled via Internal Vacancy Announcements 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.

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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	15.00*	15.00*	15.00*	15.00*	15.0*	15.0*	15.0*	15.0*
	6.00**	6.00**	7.00**	7.00**	7.0**	7.0**	7.0**	7.0**
PERSONAL SERVICES	1,957,826	2,191,818	2,286,818	2,286,818	2,286	2,286	2,286	2,286
OTHER CURRENT EXPENSES	155,679	60,679	60,679	60,679	61	61	61	61
TOTAL OPERATING COST	2,113,505	2,252,497	2,347,497	2,347,497	2,347	2,347	2,347	2,347
BY MEANS OF FINANCING								
	15.00*	15.00*	15.00*	15.00*	15.0*	15.0*	15.0*	15.0*
	6.00**	6.00**	7.00**	7.00**	7.0**	7.0**	7.0**	7.0**
GENERAL FUND	2,113,505	2,252,497	2,347,497	2,347,497	2,347	2,347	2,347	2,347
TOTAL PERM POSITIONS	15.00*	15.00*	15.00*	15.00*	15.0*	15.0*	15.0*	15.0*
TOTAL TEMP POSITIONS	6.00**	6.00**	7.00**	7.00**	7.0**	7.0**	7.0**	7.0**
TOTAL PROGRAM COST	2,113,505	2,252,497	2,347,497	2,347,497	2,347	2,347	2,347	2,347

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

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

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	3.00*	3.00*	3.00*	3.00*	3.0*	3.0*	3.0*	3.0*
	6.00**	6.00**	7.00**	7.00**	7.0**	7.0**	7.0**	7.0**
PERSONAL SERVICES	885,463	1,007,218	1,102,218	1,102,218	1,102	1,102	1,102	1,102
OTHER CURRENT EXPENSES	35,869	35,869	35,869	35,869	36	36	36	36
TOTAL OPERATING COST	921,332	1,043,087	1,138,087	1,138,087	1,138	1,138	1,138	1,138
BY MEANS OF FINANCING								
	3.00*	3.00*	3.00*	3.00*	3.0*	3.0*	3.0*	3.0*
	6.00**	6.00**	7.00**	7.00**	7.0**	7.0**	7.0**	7.0**
GENERAL FUND	921,332	1,043,087	1,138,087	1,138,087	1,138	1,138	1,138	1,138
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**	7.00**	7.00**	7.0**	7.0**	7.0**	7.0**
TOTAL PROGRAM COST	921,332	1,043,087	1,138,087	1,138,087	1,138	1,138	1,138	1,138

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

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. % OF CASES CLOSED INCURRENT FY (ALL OPEN CASES)	62	70	70	70	70	70	70	70
PROGRAM TARGET GROUPS								
1. COLLECTIVE BARGAINING CASES	20	30	30	30	30	30	30	30
2. CHP 396 - HIOSH CASES	6	10	10	10	10	10	10	10
PROGRAM ACTIVITIES								
1. NUMBER OF CASES OPENED IN CURRENT FY(89, 377, 396)	26	40	40	40	40	40	40	40
2. NUMBER OF PRIOR FY'S CASES STILL OPEN(89, 377,396)	53	30	30	30	30	30	30	30
3. NUMBER OF NOTICES ISSUED	74	75	75	75	75	75	75	75
4. NUMBER OF ORDERS ISSUED	104	125	125	125	125	125	125	125
5. NUMBER OF FINAL ORDERS/DECISIONS	23	25	25	25	25	25	25	25
6. NUMBER OF APPEALS	21	20	20	20	20	20	20	20

Program Plan Narrative

LBR161: HAWAII LABOR RELATIONS BOARD

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A. Statement of Program Objectives

To Hawaii Labor Relations Board (Board) administers HRS Chapters 89 and 377 in a neutral quasi-judicial capacity to promote harmonious and cooperative labor-management relations, and to resolve collective bargaining disputes. The Board also hears appeals of occupational safety and health citations and orders issued under HRS Chapter 396.

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

FB 2025-27 Executive Budget Request (LBR 161):

Add \$95,000 in general funds and one (1) temporary Staff Attorney in FY 26 and FY 27 to draft rules establishing criteria and procedures for the creation of new bargaining units.

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

C. Description of Activities Performed

The Board's major activities include resolving unfair labor or prohibited practice complaints, conducting representation proceedings and elections (certification, decertification and amendment or clarification of appropriate bargaining units), reviewing the propriety of payroll deduction of union dues, providing impasse 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 HRS Chapter 396.

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 but 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. Presently, the collective bargaining agreements for the majority of public sector bargaining units will expire on June 30, 2025.

Fiscal constraints may be a challenge for the parties involved in public sector collective bargaining negotiations. In addition, occupational safety and health inspections, and therefore, appeals, may be impacted by possible changes to federal rules and regulations.

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

In 2018, the Board received funding for two positions, a staff attorney and a hearings and case management specialist, which has allowed the Board to steadily reduce its backlog of cases and improve productivity and efficiency through the implementation of new technologies. In 2024, the Board received funding for FB 2025-27 for a new staff attorney position pursuant to Act 143, SLH 2024, to implement criteria and procedures for creating new bargaining units, including the drafting of new administrative rules pursuant to the Act.

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: LBR812
 PROGRAM STRUCTURE NO: 020302
 PROGRAM TITLE: LABOR & INDUSTRIAL RELATIONS APPEALS BOARD

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	12.00*	12.00*	12.00*	12.00*	12.0*	12.0*	12.0*	12.0*
	0.00**	0.00**	0.00**	0.00**	0.0**	0.0**	0.0**	0.0**
PERSONAL SERVICES	1,072,363	1,184,600	1,184,600	1,184,600	1,184	1,184	1,184	1,184
OTHER CURRENT EXPENSES	119,810	24,810	24,810	24,810	25	25	25	25
TOTAL OPERATING COST	1,192,173	1,209,410	1,209,410	1,209,410	1,209	1,209	1,209	1,209
BY MEANS OF FINANCING								
	12.00*	12.00*	12.00*	12.00*	12.0*	12.0*	12.0*	12.0*
	**	**	**	**	**	**	**	**
GENERAL FUND	1,192,173	1,209,410	1,209,410	1,209,410	1,209	1,209	1,209	1,209
TOTAL PERM POSITIONS	12.00*	12.00*	12.00*	12.00*	12.0*	12.0*	12.0*	12.0*
TOTAL TEMP POSITIONS	**	**	**	**	**	**	**	**
TOTAL PROGRAM COST	1,192,173	1,209,410	1,209,410	1,209,410	1,209	1,209	1,209	1,209

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

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
<u>MEASURES OF EFFECTIVENESS</u>								
1. % OF APPEALS RESOLVED IN 15 MONTHS	57	56	56	56	56	56	56	56
2. AVERAGE AGE OF RESOLVED CASES (MONTHS)	17.8	18	18	18	18	18	18	18
3. AVERAGE TIME FROM BRIEFS TO DECISION/ORDER (MONTH)	16.5	14.5	14.5	14.5	14.5	14.5	14.5	14.5
<u>PROGRAM TARGET GROUPS</u>								
1. NUMBER OF APPEALS FILED	197	200	200	240	240	240	240	240
<u>PROGRAM ACTIVITIES</u>								
1. NUMBER OF PRE-HEARING CONFERENCES HELD	177	190	190	230	230	230	230	230
2. NUMBER OF SETTLEMENT/STATUS CONFERENCES HELD	104	15	15	430	430	430	430	430
3. NUMBER OF HEARINGS HELD	119	100	100	60	60	60	60	60
4. NUMBER OF MOTION HEARINGS HELD	101	120	120	120	120	120	120	120
5. NUMBER OF ATTORNEY FEE ORDERS ISSUED								
6. NUMBER OF SETTLEMENT AGREEMENTS ISSUED								

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 2025-27 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 that interrupted operations at LIRAB resulted in a significant number of pending matters were postponed and rescheduled. LIRAB staff that were deployed to assist with unemployment insurance can now address 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 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	49.00*	54.00*	57.00*	57.00*	57.0*	57.0*	57.0*	57.0*
	5.00**	6.00**	6.00**	6.00**	6.0**	6.0**	6.0**	6.0**
PERSONAL SERVICES	1,343,093	4,847,555	5,691,403	5,691,403	5,691	5,691	5,691	5,691
OTHER CURRENT EXPENSES	742,377	1,425,845	3,594,790	3,594,790	3,595	3,595	3,595	3,595
TOTAL OPERATING COST	2,085,470	6,273,400	9,286,193	9,286,193	9,286	9,286	9,286	9,286
BY MEANS OF FINANCING	16.83*	17.83*	20.83*	20.83*	20.8*	20.8*	20.8*	20.8*
	3.46**	3.46**	3.46**	3.46**	3.5**	3.5**	3.5**	3.5**
GENERAL FUND	1,913,766	2,346,137	2,645,871	2,645,871	2,646	2,646	2,646	2,646
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	171,704	200,000	200,000	200,000	200	200	200	200
	*	4.00*	4.00*	4.00*	4.0*	4.0*	4.0*	4.0*
	**	1.00**	1.00**	1.00**	1.0**	1.0**	1.0**	1.0**
FEDERAL FUNDS	32.17*	32.17*	32.17*	32.17*	32.2*	32.2*	32.2*	32.2*
	1.54**	1.54**	1.54**	1.54**	1.5**	1.5**	1.5**	1.5**
OTHER FEDERAL FUNDS		3,286,941	6,000,000	6,000,000	6,000	6,000	6,000	6,000
TOTAL PERM POSITIONS	49.00*	54.00*	57.00*	57.00*	57.0*	57.0*	57.0*	57.0*
TOTAL TEMP POSITIONS	5.00**	6.00**	6.00**	6.00**	6.0**	6.0**	6.0**	6.0**
TOTAL PROGRAM COST	2,085,470	6,273,400	9,286,193	9,286,193	9,286	9,286	9,286	9,286

OPERATING AND CAPITAL EXPENDITURES

REPORT: P61-A

PROGRAM ID: LBR901
 PROGRAM STRUCTURE NO: 020401
 PROGRAM TITLE: RESEARCH AND STATISTICS

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	0.00*	6.00*	6.00*	6.00*	6.0*	6.0*	6.0*	6.0*
	0.00**	1.00**	1.00**	1.00**	1.0**	1.0**	1.0**	1.0**
PERSONAL SERVICES		591,232	591,232	591,232	591	591	591	591
OTHER CURRENT EXPENSES		103,969	27,171	27,171	27	27	27	27
TOTAL OPERATING COST	0	695,201	618,403	618,403	618	618	618	618
BY MEANS OF FINANCING								
	*	2.00*	2.00*	2.00*	2.0*	2.0*	2.0*	2.0*
	**	**	**	**	**	**	**	**
GENERAL FUND		178,081	178,081	178,081	178	178	178	178
	*	4.00*	4.00*	4.00*	4.0*	4.0*	4.0*	4.0*
	**	1.00**	1.00**	1.00**	1.0**	1.0**	1.0**	1.0**
FEDERAL FUNDS		440,322	440,322	440,322	440	440	440	440
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
OTHER FEDERAL FUNDS		76,798						
TOTAL PERM POSITIONS	*	6.00*	6.00*	6.00*	6.0*	6.0*	6.0*	6.0*
TOTAL TEMP POSITIONS	**	1.00**	1.00**	1.00**	1.0**	1.0**	1.0**	1.0**
TOTAL PROGRAM COST		695,201	618,403	618,403	618	618	618	618

PROGRAM ID: **LBR901**
 PROGRAM STRUCTURE: **020401**
 PROGRAM TITLE: **RESEARCH AND STATISTICS**

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
<u>MEASURES OF EFFECTIVENESS</u>								
1. % FEDERAL MANDATED REPORTS THAT MEET DEADLINES	0	100	100	100	100	100	100	100
<u>PROGRAM TARGET GROUPS</u>								
1. # USERS ACCESSING WEBSITE	0	100000	100000	100000	100000	100000	100000	100000
<u>PROGRAM ACTIVITIES</u>								
1. # NON-FEDERAL REPORTS PRODUCED	0	10	10	10	10	10	10	10
2. # FEDERAL MANDATED REPORTS PRODUCED	0	10	10	10	10	10	10	10
3. # ONLINE/HARDCOPY PUBLICATIONS ARTICLES & REPORTS	0	20	20	20	20	20	20	20

Program Plan Narrative

LBR901: RESEARCH AND STATISTICS

02 04 01

A. Statement of Program Objectives

To enhance program effectiveness and efficiency, and contribute to general economic policymaking by gathering, analyzing and reporting manpower, employment and related economic data.

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

FB 2025-27 Executive Budget Request (LBR 901):

Decrease of \$76,798 in other federal funds in FY 26 and FY 27 due to no active grants.

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

C. Description of Activities Performed

The program provides applied and basic research and statistics for legislative, administrative, and program operations; provides research and statistics on labor market conditions for economic policymaking, employment, and training program purposes; and develops, coordinates, and delivers career, occupational, and educational information for career planning and job search purposes. Program activities include the following:

- * Conducts unemployment insurance program and legislative research in such areas as benefit eligibility, benefit adequacy, and financing.

- * Supports the Department of Economic Development Tourism (DBEDT) labor market research studies to determine labor market conditions for labor and job search activities.

- * Supports DBEDT to conduct the Bureau of Labor Statistics programs of Current Employment Statistics, Local Area Unemployment Statistics, Quarterly Census of Employment and Wages, Occupational Employment Statistics, and Mass Layoff Statistics.

- * Conducts program and legislative research for the Disability Compensation, Wage Standards, Workforce Development, and Occupational Safety and Health Divisions.

- * Supports the administration of the occupational safety and health program by conducting the Survey of Occupational Injuries and Illnesses, the Census of Fatal Occupational Injuries, and the OSHA (Occupational Safety and Health Administration) Occupational Data Initiative Survey.

- * Coordinates the development, delivery, and use of occupational information.

D. Statement of Key Policies Pursued

- * Advise management on the research and statistical needs of the department in meeting its overall mission.

- * Coordinate the preparation, review, verification, validation, and transmittal of operational program reports as required by the U.S. Department of Labor.

- * Conduct program, legislative, and economic research.

- * Recommend procedures for a departmental system of statistical reporting.

- * Develop and disseminate program and administrative statistical data.

- * Advise other departmental units in applying research techniques in operational planning and program studies.

- * Maintain liaison with other research agencies and labor information sources.

E. Identification of Important Program Relationships

Program relationships are maintained with the U.S. Department of Labor which directs the implementation and maintenance of labor market information and survey programs; other departments of the State of Hawaii with whom programs must be coordinated; County agencies that are involved in labor-related activities; State and Local Workforce Investment Boards (WIBs); private agencies; and labor unions with whom the program maintains contact to exchange labor-related information, and the divisions of the department.

Program Plan Narrative

LBR901: RESEARCH AND STATISTICS

02 04 01

F. Description of Major External Trends Affecting the Program

The data gathering, research, and analysis program is affected by local, state, national, and international economic trends as we estimate, project, and analyze the labor market conditions of the State of Hawaii and its sub-areas relative to the employment and unemployment data produced.

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

Resources are provided through two major sources - the U.S. Department of Labor and the State general fund. During the Fiscal Year 2025, five positions are financed by the U.S. Department of Labor and two positions by the State's general fund.

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

PROGRAM EXPENDITURES	IN DOLLARS				IN THOUSANDS			
	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
OPERATING COST	49.00*	48.00*	51.00*	51.00*	51.0*	51.0*	51.0*	51.0*
	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
PERSONAL SERVICES	1,343,093	4,256,323	5,100,171	5,100,171	5,100	5,100	5,100	5,100
OTHER CURRENT EXPENSES	742,377	1,321,876	3,567,619	3,567,619	3,568	3,568	3,568	3,568
TOTAL OPERATING COST	2,085,470	5,578,199	8,667,790	8,667,790	8,668	8,668	8,668	8,668
BY MEANS OF FINANCING								
	16.83*	15.83*	18.83*	18.83*	18.8*	18.8*	18.8*	18.8*
	3.46**	3.46**	3.46**	3.46**	3.5**	3.5**	3.5**	3.5**
GENERAL FUND	1,913,766	2,168,056	2,467,790	2,467,790	2,468	2,468	2,468	2,468
	*	*	*	*	*	*	*	*
	**	**	**	**	**	**	**	**
SPECIAL FUND	171,704	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*
	1.54**	1.54**	1.54**	1.54**	1.5**	1.5**	1.5**	1.5**
OTHER FEDERAL FUNDS		3,210,143	6,000,000	6,000,000	6,000	6,000	6,000	6,000
TOTAL PERM POSITIONS	49.00*	48.00*	51.00*	51.00*	51.0*	51.0*	51.0*	51.0*
TOTAL TEMP POSITIONS	5.00**	5.00**	5.00**	5.00**	5.0**	5.0**	5.0**	5.0**
TOTAL PROGRAM COST	2,085,470	5,578,199	8,667,790	8,667,790	8,668	8,668	8,668	8,668

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

	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2030-31
MEASURES OF EFFECTIVENESS								
1. % VENDOR PAYMENTS MADE WITHIN 30 DAYS	97	98	98	98	98	98	98	98
2. % FED MANDATED FISCAL REPORTS THAT MEET DEADLINES	96	100	100	100	100	100	100	100
3. % OF POSITIONS FILLED WITHIN 90 DAYS	36	40	40	40	40	40	40	40
4. % DATA PROCESSING REQUESTS COMPLETED	98	98	98	98	98	98	98	98
5. % EMPLOYMENT RELATED ACTIONS COMPLETED W/IN 5 DAYS	2	5	5	5	5	5	5	5
6. % OF CLASSIFICATION REL ACTIONS COMPLTD W/IN 30 DA	12	15	15	15	15	15	15	15
PROGRAM TARGET GROUPS								
1. NO. OF EMPLOYEES (DEPARTMENT)	555	600	600	600	600	600	600	600
2. NO. OF PROGRAM AND ATTACHED AGENCIES	10	12	12	12	12	12	12	12
PROGRAM ACTIVITIES								
1. NO. FED MANDATED FISCAL REPORTS ANNUALLY REQUIRED	264	264	264	264	264	264	264	264
2. NO. OF POSITIONS FILLED	187	200	200	200	200	200	200	200
3. NO. OF EMPLOYMENT ACTIONS REQUESTED	2750	2800	2800	2800	2800	2800	2800	2800
4. NO. DATA PROCESSNG REQUESTS RECEIVED	1572	1500	1500	1500	1500	1500	1500	1500
5. NO. OF CLASSIFICATION ACTIONS REQUESTED	251	260	260	260	260	260	260	260
PROGRAM REVENUES BY TYPE (IN THOUSANDS of DOLLARS)								
REVENUES FROM THE USE OF MONEY AND PROPERTY	45	40	40	40	40	40	40	40
CHARGES FOR CURRENT SERVICES	293	50	50	50	50	50	50	50
TOTAL PROGRAM REVENUES	338	90	90	90	90	90	90	90
PROGRAM REVENUES BY FUND (IN THOUSANDS of DOLLARS)								
GENERAL FUNDS	79	20	20	20	20	20	20	20
SPECIAL FUNDS	259	70	70	70	70	70	70	70
TOTAL PROGRAM REVENUES	338	90	90	90	90	90	90	90

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 2025-27 Executive Budget Request (LBR 902):

(1) Transfer \$83,064 in general funds and one IT Band permanent position in FY 26 and FY 27 from LBR 183/DA Disability Compensation Program to support all department programs.

(2) Add \$126,192 in general funds and two permanent Human Resources Specialist IVs in FY 26 and FY 27 to implement the Holo delegation and Act 186 hiring programs and enhance the efficiency of recruitment functions while maintaining consistency and compliance with civil services laws.

(3) Add \$30,000 in general funds in FY 26 and FY 27 to adjust the compensation of the Executive Director of the Hawaii Retirement Savings Program from \$105,000 to \$135,000.

(4) Increase in \$2,789,857 in other federal funds in FY 26 and FY 27 due to anticipated program support by the Administrative Services, Electronic Data Processing, and Human Resources Offices.

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; Electronic Data Processing Systems Office; Equal Opportunity Employment; Personnel Office; and Hawaii Retirement Savings Program.

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, the 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

Program Plan Narrative

LBR902: GENERAL ADMINISTRATION

02 04 02

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.