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BRENNA H. HASHIMOTO
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**STATE OF HAWAII | KA MOKU'ĀINA O
HAWAII**
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

September 30, 2025

TO: The Honorable Ronald D. Kouchi, President
and Members of the Senate
Thirty-Third State Legislature
State Capitol, Room 409
Honolulu, Hawaii 96813

The Honorable Nadine K. Nakamura, Speaker
and Members of the House of Representatives
Thirty-Third State Legislature
State Capitol, Room 431
Honolulu, Hawaii 96813

FROM: Brenna H. Hashimoto, Director

SUBJECT: Report on Non-General Funds – Department of Human Resources
Development

Dear President Kouchi, Speaker Nakamura and Members of the Legislature,

In accordance with Section 37-47, HRS, I am submitting the Department of Human
Resources Development's report on non-general fund account(s) under our control.

Sincerely,

Brenna H. Hashimoto

Attachments

Report on Non-General Fund Information
for Submittal to the 2026 Legislature

Department: HRD
 Program ID(s): HRD 102
 Name of Fund: Human Resources Development Special Fund
 Legal Authority: Act 123, SLH 2001

Contact Name: Marc Togashi
 Phone Number: 587-1150
 Fund Type (MOF): B
 Appropriation Account Number S-25-310-P

Intended Purpose:

The purpose of this fund is to support and facilitate the Department's entrepreneurial initiatives, training activities, and programs for government employees.

Source of Revenues:

Fees assessed for services provided under entrepreneurial initiatives; participant fees for in-service training programs; and moneys directed to the Department from other sources such as gifts, grants and awards.

Current Program Activities/Allowable Expenses:

The fund covers expenses related to entrepreneurial activities such as providing workers compensation claims management and premium conversion plan administration services to other agencies; developing and conducting employee training programs; and administrative costs associated with special funds.

Variances:

DHRD anticipates an increase in expenditures to include costs for a benefits consultant to help identify eligible pre-tax benefits and review IRS coding, staff training, upgrading equipment and operating workstations, increasing the number of copier leases/scanners as we migrate to a digital environment with the implementation of our workers' compensation claims management system.

Cash balance lapse to general fund? No

Statutory language:

There is established in the state treasury the human resources development special fund, to be administered by the department of human resources development, which shall consist of: all revenues received by the department as a result of entrepreneurial efforts in securing new sources of funds not provided for in the department's budget for services rendered by the department, all revenues received by the department from the charging of participant fees for in-service training that are in addition to general fund appropriations in the department's budget for developing and operating in-service training programs, appropriations made by the legislature to the fund, and moneys directed to the department from any other source, including gifts, grants, and awards.

Moneys in the human resources development special fund shall be used for the following purposes:

- (1) Supporting the department's entrepreneurial initiatives, training activities, and programs;
- (2) Administrative costs of the department's entrepreneurial initiatives, training activities, and programs; and
- (3) Any other purpose deemed necessary by the director for the purpose of facilitating the department's entrepreneurial initiatives, training activities, and programs.

Financial Data							
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
	(actual)	(actual)	(actual)	(actual)	(estimated)	(estimated)	(estimated)
Appropriation Ceiling	700,000	700,000	700,000	700,000	700,000	700,000	700,000
Beginning Cash Balance	485,164	594,937	724,627	819,849	940,887	574,986	475,000
Revenues	217,396	223,041	241,942	260,109	239,347	220,000	220,000
Expenditures	107,623	93,351	146,720	139,071	605,248	319,986	255,000
Transfers							
List each net transfer in/out/ or projection in/out; list each account number							
Net Total Transfers	0	0	0	0	0	0	0
Ending Cash Balance	594,937	724,627	819,849	940,887	574,986	475,000	440,000
Encumbrances	30,625	73,614	43,565	68,452	60,000	60,000	60,000
Unencumbered Cash Balance	564,312	651,013	776,284	872,435	514,986	415,000	380,000

Additional Information:

Amount Requested by Bond Covenants							
Amount from Bond Proceeds							
Amount Held in CODs, Escrow Accounts, or Other Investments							

Report on Non-General Fund Information
for Submittal to the 2023 Legislature

Department: HRD
Program ID(s): _____
Name of Fund: State Deferred Compensation Plan Trust Fund
Legal Authority: Section 88E-9, HRS

Contact Name: Doreen Kuroda / Marc Togashi
Phone Number: (808) 587-1169
Fund Type (MOF): T
Appropriation Account Number T-25-999-P

Intended Purpose:

The Deferred Compensation Plan, an eligible plan under section 457 of the U.S. Internal Revenue Code, is a voluntary tax-deferred supplemental retirement savings plan. The State Deferred Compensation Plan Trust Fund was established in 1983 to separately hold employee contributions and any investment earnings for the exclusive benefit of the participants and their beneficiaries. The Plan is open to all employees who are members of the State's Employees' Retirement System and employed by either the State, County of Hawaii, County of Maui, or County of Kauai.

Source of Revenues:

Participant contributions and changes in the value of the Plan's investment product options.

Current Program Activities/Allowable Expenses:

The fund supports all of the Plan's expenses: daily administration and marketing costs, third-party administrator fees, custodial fees, investment consultant fees, investment product fees, and distributions taken by participants and their designated beneficiaries.

Variances:

Historically, DHRD reports balances consistent with those recorded at the Department of Accounting and General Services (DAGS). However, for FY 2023, DAGS advised DHRD to defer recording of activity while they determined how best to report negative earnings for the Deferred Compensation Plan. Annual activity for the Deferred Compensation Plan and the Part-Time, Temporary, Seasonal/Casual Deferred Compensation Plan is reported together at the same time. If DHRD did report in a manner consistent in timing with previous years, the FY 2023 year-end cash balance would have been \$2,453,117,615. Accordingly, FY 2023 activity was recorded in FY 2024.

Cash balance lapse to general fund? No

Statutory language:

Section 88E-8, HRS Deferred Funds. Sums deferred under the plan, as well as property and rights purchased with such amounts and income attributable to such amounts, shall be held in trust outside the state treasury in accordance with section 457 of the Internal Revenue Code of 1986, as amended, for the exclusive benefit of participants and their beneficiaries.

Financial Data							
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
	(actual)	(actual)	(actual)	(actual)	(estimated)	(estimated)	(estimated)
Appropriation Ceiling							
Beginning Cash Balance	2,552,168,376	2,611,491,811	2,611,491,811	2,761,239,527	2,765,489,580	#VALUE!	#VALUE!
Revenues	197,018,942	0	438,443,069	228,628,386	not available	not available	not available
Expenditures	137,695,507	0	288,695,353	224,378,333	not available	not available	not available
Transfers							
List each net transfer in/out/ or projection in/out; list each account number							
Net Total Transfers	0	0	0	0	0	0	0
Ending Cash Balance	2,611,491,811	2,611,491,811	2,761,239,527	2,765,489,580	#VALUE!	#VALUE!	#VALUE!
Encumbrances							
Unencumbered Cash Balance	2,611,491,811	2,611,491,811	2,761,239,527	2,765,489,580	#VALUE!	#VALUE!	#VALUE!

Additional Information:

Amount Requested by Bond Covenants							
Amount from Bond Proceeds							
Amount Held in CODs, Escrow Accounts, or Other Investments							

Report on Non-General Fund Information
for Submittal to the 2023 Legislature

Department: HRD
Program ID(s): _____
State Deferred Compensation Plan for Part-Time,
Temporary, Seasonal/Casual Employees Trust
Name of Fund: Fund
Legal Authority: Section 88F-7, HRS

Contact Name: Doreen Kuroda / Marc Togashi
Phone Number: (808) 587-1169

Fund Type (MOF): T
Appropriation Account Number T-25-995-P

Intended Purpose

The Deferred Compensation Plan for Part-time, Temporary, and seasonal/Casual Employees ("PTS Plan"), is an eligible deferred compensation plan under Sections 457 and 3121 of the U.S. Internal Revenue Code of 1986, as amended. The PTS Plan was established in 1997 as a tax deferred alternative retirement program for part-time, temporary, and seasonal/casual employees of the State (and participating counties) who are not eligible for membership in the Employees' Retirement System. Participation in the PTS Plan is mandatory and there is a mandatory payroll deduction of 7.5 percent of the employee's gross monthly wages (in lieu of social security contributions) that are contributed to the Plan. The employee contributions and interest earned are held in trust for the exclusive benefit of the participants and their beneficiaries.

Source of Revenues:

Participant contributions and changes in the amount of interest earned.

Current Program Activities/Allowable Expenses:

The fund supports all of the PTS Plan's expenses: daily administration and marketing costs, third-party administrator fees, custodial fees, and distributions taken by participants and their designated beneficiaries.

Variances:

Historically, DHRD reports balances consistent with those recorded at the Department of Accounting and General Services (DAGS). However, for FY 2023, DAGS advised DHRD to defer recording of activity while they determined how best to report negative earnings for the Deferred Compensation Plan. Annual activity for the Deferred Compensation Plan and the Part-Time, Temporary, Seasonal/Casual Deferred Compensation Plan is reported together at the same time. If DHRD did report in a manner consistent in timing with previous years, the FY 2023 year-end cash balance would have been \$142,857,407. Accordingly, FY 2023 activity was recorded in FY 2024.

Cash balance lapse to general fund? No

Statutory language:

Section 88F-6, HRS Deferred funds. Sums deferred under the plan, as well as property and rights purchased with the amounts and income attributable to the amounts, shall be held in trust outside the state treasury in accordance with section 457 of the Internal Revenue Code, as amended, for the exclusive benefit of participants and their beneficiaries.

Financial Data							
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
	(actual)	(actual)	(actual)	(actual)	(estimated)	(estimated)	(estimated)
Appropriation Ceiling							
Beginning Cash Balance	142,264,558	139,524,234	139,524,234	151,886,685	159,689,553	#VALUE!	#VALUE!
Revenues	16,721,971	0	27,000,821	16,055,945	not available	not available	not available
Expenditures	19,462,295	0	14,638,370	8,253,077	not available	not available	not available
Transfers							
List each net transfer in/out/ or projection in/out; list each account number							
Net Total Transfers	0	0	0	0	0	0	0
Ending Cash Balance	139,524,234	139,524,234	151,886,685	159,689,553	#VALUE!	#VALUE!	#VALUE!
Encumbrances							
Unencumbered Cash Balance	139,524,234	139,524,234	151,886,685	159,689,553	#VALUE!	#VALUE!	#VALUE!

Additional Information:

Amount Requested by Bond Covenants							
Amount from Bond Proceeds							
Amount Held in CODs, Escrow Accounts, or Other Investments							

**Non-General Fund Program Measures Report
for submittal to the 2026 Legislature
Department of Human Resources Development**

Name of Fund: Human Resources Development Special Fund
Appropriation Account Number: S-310-P
Fund Type (MOF): B
Legal Authority: Act 123, SLH 2001

Statement of Objectives

The purpose of this fund is to support and facilitate the Department's entrepreneurial initiatives, training activities, and programs for government employees.

Fund Measures of Effectiveness

	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2029-31
1. Percent of Other Jurisdiction/Agency Employees Participating in Voluntary Tax-Savings Benefit Programs	67	67	67	67	67	67
2. Percent of Administrative Fees Collected	95	95	95	95	95	95
3. Ratio of Other Jurisdiction/Agency Workers' Compensation Open Versus Closed Claims During Fiscal Year	1	1	1	1	1	1

Program Size Indicators

	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2029-31
1. Number of Other Jurisdictions/Agencies Participating in Voluntary Tax-Savings Benefit Programs Administered by DHRD	3	3	3	3	3	3	3
2. Number of Judiciary, Hawaii Health System Corporation, and Office of Hawaiian Affairs Employees	5264	5264	5264	5264	5264	5264	5264
3. Number of Other Jurisdictions/Agencies Workers' Compensation Claims Administered by DHRD	2	2	2	2	2	2	2
4. Number of Charter Schools and Hawaii Public Housing Authority Employees	3595	3841	3841	3841	3841	3841	3841

**Non-General Fund Program Measures Report
for submittal to the 2026 Legislature
Department of Human Resources Development**

Name of Fund: Human Resources Development Special Fund

Appropriation Account Number: S-310-P

Fund Type (MOF): B

Legal Authority: Act 123, SLH 2001

Fund Activities Encompassed

	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	FY 2029-31
1. Number of Other Jurisdiction/Agency Employees Participating in Voluntary Tax-Savings Benefit Programs Administered by DHRD	3,532	3,532	3,532	3,532	3,532	3,532
2. Number of EAP Counseling Hours Covered by Fund	250	250	250	250	250	250
3. Number of Workers' Compensation Claims Administered for Other Jurisdictions/Agencies	160	160	160	160	160	160

**Non-General Fund Cost Element Report
for submittal to the 2026 Legislature**

Department: Human Resources Development
Name of Fund: Human Resources Development Special Fund
Legal Authority: Act 123, SLH 2001
Fund Type (MOF): Special
Appropriation Account Number: S-310-P

	FY 2025-26 Estimated	FY 2026-27 Estimated	FY 2027-28 Estimated	FY 2028-29 Estimated	FY 2029-30 Estimated	FY 2029-31 Estimated
A. Personal Services						
B. Other Current Expenses	165,248	319,986	200,000	200,000	200,000	200,000
C. Equipment	440,000		55,000			
M. Motor Vehicles						
L. Leases						
TOTAL	605,248	319,986	255,000	200,000	200,000	200,000