
A BILL FOR AN ACT

RELATING TO THE HAWAII EMERGENCY MANAGEMENT AGENCY.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that there continues to
2 be an insufficient number of Hawaii emergency management agency
3 staff and applicants to fill critical position vacancies with
4 trained, experienced, and qualified personnel. Exempting key
5 positions of the agency from civil service will create
6 conditions for a responsive, flexible, and aggressive hiring
7 system that will expedite the filling of these vacancies, as
8 well as improve competitive recruiting and retention of
9 qualified and experienced emergency management professionals.
10 There will also be a reduction of risk to the State in having
11 extended vacancies in these critical positions.

12 SECTION 2. Section 76-16, Hawaii Revised Statutes, is
13 amended by amending subsection (b) to read as follows:

14 "(b) The civil service to which this chapter applies shall
15 comprise all positions in the State now existing or hereafter
16 established and embrace all personal services performed for the
17 State, except the following:

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- 1 (1) Commissioned and enlisted personnel of the Hawaii
2 National Guard as such, and positions in the Hawaii
3 National Guard that are required by state or federal
4 laws or regulations or orders of the National Guard to
5 be filled from those commissioned or enlisted
6 personnel;
- 7 (2) Positions filled by persons employed by contract where
8 the director of human resources development has
9 certified that the service is special or unique or is
10 essential to the public interest and that, because of
11 circumstances surrounding its fulfillment, personnel
12 to perform the service cannot be obtained through
13 normal civil service recruitment procedures. Any such
14 contract may be for any period not exceeding one year;
- 15 (3) Positions that must be filled without delay to comply
16 with a court order or decree if the director
17 determines that recruitment through normal recruitment
18 civil service procedures would result in delay or
19 noncompliance, such as the Felix-Cayetano consent
20 decree;
- 21 (4) Positions filled by the legislature or by either house
22 or any committee thereof;

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- 1 (5) Employees in the office of the governor and office of
2 the lieutenant governor, and household employees at
3 Washington Place;
- 4 (6) Positions filled by popular vote;
- 5 (7) Department heads, officers, and members of any board,
6 commission, or other state agency whose appointments
7 are made by the governor or are required by law to be
8 confirmed by the senate;
- 9 (8) Judges, referees, receivers, masters, jurors, notaries
10 public, land court examiners, court commissioners, and
11 attorneys appointed by a state court for a special
12 temporary service;
- 13 (9) One bailiff for the chief justice of the supreme court
14 who shall have the powers and duties of a court
15 officer and bailiff under section 606-14; one
16 secretary or clerk for each justice of the supreme
17 court, each judge of the intermediate appellate court,
18 and each judge of the circuit court; one secretary for
19 the judicial council; one deputy administrative
20 director of the courts; three law clerks for the chief
21 justice of the supreme court, two law clerks for each
22 associate justice of the supreme court and each judge

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1 of the intermediate appellate court, one law clerk for
2 each judge of the circuit court, two additional law
3 clerks for the civil administrative judge of the
4 circuit court of the first circuit, two additional law
5 clerks for the criminal administrative judge of the
6 circuit court of the first circuit, one additional law
7 clerk for the senior judge of the family court of the
8 first circuit, two additional law clerks for the civil
9 motions judge of the circuit court of the first
10 circuit, two additional law clerks for the criminal
11 motions judge of the circuit court of the first
12 circuit, and two law clerks for the administrative
13 judge of the district court of the first circuit; and
14 one private secretary for the administrative director
15 of the courts, the deputy administrative director of
16 the courts, each department head, each deputy or first
17 assistant, and each additional deputy, or assistant
18 deputy, or assistant defined in paragraph (16);
19 (10) First deputy and deputy attorneys general, the
20 administrative services manager of the department of
21 the attorney general, one secretary for the
22 administrative services manager, an administrator and

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1 any support staff for the criminal and juvenile
2 justice resources coordination functions, and law
3 clerks;

4 (11) (A) Teachers, principals, vice-principals, complex
5 area superintendents, deputy and assistant
6 superintendents, other certificated personnel,
7 not more than twenty noncertificated
8 administrative, professional, and technical
9 personnel not engaged in instructional work;

10 (B) Effective July 1, 2003, teaching assistants,
11 educational assistants, bilingual/bicultural
12 school-home assistants, school psychologists,
13 psychological examiners, speech pathologists,
14 athletic health care trainers, alternative school
15 work study assistants, alternative school
16 educational/supportive services specialists,
17 alternative school project coordinators, and
18 communications aides in the department of
19 education;

20 (C) The special assistant to the state librarian and
21 one secretary for the special assistant to the
22 state librarian; and

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- 1 (D) Members of the faculty of the University of
2 Hawaii, including research workers, extension
3 agents, personnel engaged in instructional work,
4 and administrative, professional, and technical
5 personnel of the university;
- 6 (12) Employees engaged in special, research, or
7 demonstration projects approved by the governor;
- 8 (13) (A) Positions filled by inmates, patients of state
9 institutions, persons with severe physical or
10 mental disabilities participating in the work
11 experience training programs;
- 12 (B) Positions filled with students in accordance with
13 guidelines for established state employment
14 programs; and
- 15 (C) Positions that provide work experience training
16 or temporary public service employment that are
17 filled by persons entering the workforce or
18 persons transitioning into other careers under
19 programs such as the federal Workforce Investment
20 Act of 1998, as amended, or the Senior Community
21 Service Employment Program of the Employment and
22 Training Administration of the United States

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1 Department of Labor, or under other similar state
2 programs;

3 (14) A custodian or guide at Iolani Palace, the Royal
4 Mausoleum, and Hulihee Palace;

5 (15) Positions filled by persons employed on a fee,
6 contract, or piecework basis, who may lawfully perform
7 their duties concurrently with their private business
8 or profession or other private employment and whose
9 duties require only a portion of their time, if it is
10 impracticable to ascertain or anticipate the portion
11 of time to be devoted to the service of the State;

12 (16) Positions of first deputies or first assistants of
13 each department head appointed under or in the manner
14 provided in section 6, article V, of the Hawaii State
15 Constitution; three additional deputies or assistants
16 either in charge of the highways, harbors, and
17 airports divisions or other functions within the
18 department of transportation as may be assigned by the
19 director of transportation, with the approval of the
20 governor; four additional deputies in the department
21 of health, each in charge of one of the following:
22 behavioral health, environmental health, hospitals,

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1 and health resources administration, including other
2 functions within the department as may be assigned by
3 the director of health, with the approval of the
4 governor; two additional deputies in charge of the law
5 enforcement programs, administration, or other
6 functions within the department of law enforcement as
7 may be assigned by the director of law enforcement,
8 with the approval of the governor; an administrative
9 assistant to the state librarian; and an
10 administrative assistant to the superintendent of
11 education;

12 (17) Positions specifically exempted from this part by any
13 other law; provided that:

14 (A) Any exemption created after July 1, 2014, shall
15 expire three years after its enactment unless
16 affirmatively extended by an act of the
17 legislature; and

18 (B) All of the positions defined by paragraph (9)
19 shall be included in the position classification
20 plan;

21 (18) Positions in the state foster grandparent program and
22 positions for temporary employment of senior citizens

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- 1 in occupations in which there is a severe personnel
2 shortage or in special projects;
- 3 (19) Household employees at the official residence of the
4 president of the University of Hawaii;
- 5 (20) Employees in the department of education engaged in
6 the supervision of students during meal periods in the
7 distribution, collection, and counting of meal
8 tickets, and in the cleaning of classrooms after
9 school hours on a less than half-time basis;
- 10 (21) Employees hired under the tenant hire program of the
11 Hawaii public housing authority; provided that not
12 more than twenty-six per cent of the authority's
13 workforce in any housing project maintained or
14 operated by the authority shall be hired under the
15 tenant hire program;
- 16 (22) Positions of the federally funded expanded food and
17 nutrition program of the University of Hawaii that
18 require the hiring of nutrition program assistants who
19 live in the areas they serve;
- 20 (23) Positions filled by persons with severe disabilities
21 who are certified by the state vocational

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- 1 rehabilitation office that they are able to perform
2 safely the duties of the positions;
- 3 (24) The sheriff;
- 4 (25) A gender and other fairness coordinator hired by the
5 judiciary;
- 6 (26) Positions in the Hawaii National Guard youth and adult
7 education programs;
- 8 (27) In the state energy office in the department of
9 business, economic development, and tourism, all
10 energy program managers, energy program specialists,
11 energy program assistants, and energy analysts;
- 12 (28) Administrative appeals hearing officers in the
13 department of human services;
- 14 (29) In the Med-QUEST division of the department of human
15 services, the division administrator, finance officer,
16 health care services branch administrator, medical
17 director, and clinical standards administrator;
- 18 (30) In the director's office of the department of human
19 services, the enterprise officer, information security
20 and privacy compliance officer, security and privacy
21 compliance engineer, and security and privacy
22 compliance analyst;

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1 (31) The Alzheimer's disease and related dementia services
2 coordinator in the executive office on aging;

3 (32) In the Hawaii emergency management agency, the
4 executive officer, public information officer, civil
5 defense administrative officer, branch chiefs,
6 positions in the emergency management specialist
7 series at level IV and higher, and emergency
8 operations center state warning point personnel;
9 provided that, for state warning point personnel, the
10 director shall determine that recruitment through
11 normal civil service recruitment procedures would
12 result in delay or noncompliance;

13 (33) The executive director and seven full-time
14 administrative positions of the school facilities
15 authority;

16 (34) Positions in the Mauna Kea stewardship and oversight
17 authority; and

18 [†] (35) [†] In the office of homeland security of the department
19 of defense, the statewide interoperable communications
20 coordinator.

21 The director shall determine the applicability of this
22 section to specific positions.

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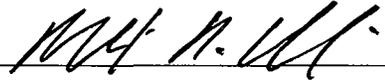
1 Nothing in this section shall be deemed to affect the civil
2 service status of any incumbent as it existed on July 1, 1955."

3 SECTION 3. Statutory material to be repealed is bracketed
4 and stricken. New statutory material is underscored.

5 SECTION 4. This Act shall take effect upon its approval;
6 provided that the amendments made to section 76-16(b), Hawaii
7 Revised Statutes, by section 2 of this Act shall not be repealed
8 when section 24 of Act 278, Session Laws of Hawaii 2022, takes
9 effect.

10

11

INTRODUCED BY: 

12

BY REQUEST

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Report Title:

Hawaii Emergency Management Agency; Civil Service; Exempt

Description:

Converts the Emergency Management Specialist series positions at level IV and higher in the Hawaii Emergency Management Agency from civil service status to exempt status.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

JUSTIFICATION SHEET

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DEPARTMENT: Defense

TITLE: A BILL FOR AN ACT RELATING TO THE HAWAII EMERGENCY MANAGEMENT AGENCY.

PURPOSE: To convert Hawaii Emergency Management Agency (HI-EMA) civil service Emergency Management Series positions at level IV and higher to exempt positions.

MEANS: Amend Section 76-16(b) of the Hawaii Revised Statutes.

JUSTIFICATION: HI-EMA continues to experience an insufficient number of staff and applicants to fill critical position vacancies with trained personnel. Exempting these key positions from civil service will create conditions for a responsive, flexible, and aggressive hiring system that will expedite the filling of these vacancies, as well as improve competitive recruiting and retention of qualified and experienced emergency management professionals. There will also be a reduction of the risk to the State resulting from having extended vacancies in key positions.

The range of the series to be impacted covers Emergency Management Specialists level IV and higher. Currently, HI-EMA has eleven positions in this series that might be impacted; four additional positions will be assessed in the fourth quarter of 2022 for this series at these levels. It takes an average of more than 180 days to fill these types of civil service positions, costing HI-EMA, the State, and the public countless hours of lost work and requiring needed functions to be given to HI-EMA team members who already have full workloads.

Impact on the public: The public will benefit by improved public safety and

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disaster and emergency responsiveness through the availability of highly qualified, ready and responsive HI-EMA staff.

Impact on the department and other agencies:

This will reduce the workload in the recruitment process to the Department of Human Resources Development. The Department of Defense and all other agencies will also be positively impacted in disaster management response during emergencies as a result of a high quality and fully staffed HI-EMA workforce.

GENERAL FUND: None.

OTHER FUNDS: None.

PPBS PROGRAM
DESIGNATION: DEF 118

OTHER AFFECTED
AGENCIES: Department of Human Resources Development.

EFFECTIVE DATE: Upon approval.