

STAND. COM. REP. NO. 1270

Honolulu, Hawaii

MAR 14 , 2025

RE: S.B. No. 447

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Madame:

Your Committee on Health, to which was referred S.B. No. 447
entitled:

"A BILL FOR AN ACT RELATING TO A DEPARTMENT OF HEALTH PILOT
PROGRAM,"

begs leave to report as follows:

The purpose of this measure is to establish a three-year
Hiring Pilot Program within the Department of Health to increase
efficiency in hiring by the Department by delegating the
performance of certain human resources services from the
Department of Human Resources Development to the Department of
Health.

Your Committee received testimony in support of this measure
from the Department of Health and Hawaii Government Employees
Association, AFSCME Local 152, AFL-CIO. Your Committee received
comments on this measure from the Department of Human Resources
Development.

Your Committee finds that the Department of Health's current
vacancy rate is approximately thirty percent and that a recent
survey indicated that forty-three percent of Department of Health
respondents, compared to thirty-six percent across all
departments, expect to seriously look for a new job within the
next twelve months. Your Committee further finds that the
Department of Health conducted a Hiring Innovation for Rapid

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Employment (HIRE) pilot program between August 2024 and January 2025, which was aimed at reducing the hiring time and administrative workload for delegated positions. To date, twenty-seven delegated positions were recruited through the HIRE program, with an average time of fifty-three calendar days from the applicant's referral to the Department of Health's Human Resources Office to conditional offer and an eighty percent workload reduction in the Human Resources Office's minimum qualifications review. Your Committee believes that temporarily expanding the HIRE program, as proposed by this measure, will enable the Department of Health to address its civil service workforce shortage, fill its vacancies, and retain personnel.

As affirmed by the record of votes of the members of your Committee on Health that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 447 and recommends that it pass Second Reading and be referred to your Committee on Labor.

Respectfully submitted on
behalf of the members of the
Committee on Health,



GREGG TANAYAMA, Chair



