

STAND. COM. REP. NO. 1306

Honolulu, Hawaii

MAR 30 2021

RE: S.C.R. No. 168

Honorable Ronald D. Kouchi
President of the Senate
Thirty-First State Legislature
Regular Session of 2021
State of Hawaii

Sir:

Your Committee on Labor, Culture and the Arts, to which was referred S.C.R. No. 168 entitled:

"SENATE CONCURRENT RESOLUTION URGING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO REEXAMINE THE QUALIFICATIONS FOR STATE POSITIONS THAT ARE CURRENTLY VACANT AND REPLACE THE QUALIFICATION OF A BACHELOR'S DEGREE WITH AN ASSOCIATE DEGREE OR CERTIFICATE, WHERE APPLICABLE,"

begs leave to report as follows:

The purpose and intent of this measure is to urge the Department of Human Resources Development to reexamine the qualifications for state positions that are currently vacant and replace the job requirement of a bachelor's degree with an associate degree or certificate, where applicable.

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

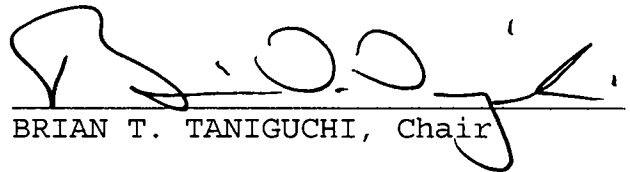
Your Committee finds that the state government has over 27,700 positions that are currently vacant. The high vacancy rate is a concern for the public to which government provides critical services as well as existing state employees who are overburdened with fulfilling departmental missions with limited personnel. Your Committee further finds that there are various courses offered in the University of Hawaii community college system and apprenticeship programs that prepare participants for jobs in



administrative support positions. Upon satisfactory completion of such courses and programs, the participants may apply the work process and related instruction hours to an associate degree or receive certain certificates. This measure will enable individuals with associate degrees and certificates to seek and fill, when appropriate, vacant state positions that currently require a bachelor's degree, and thereby increase the availability and improve the quality of customer service provided to the public, while providing Hawaii residents with access to stable careers and income. Your Committee also believes this will be a good opportunity for the Department of Human Resources Development to conduct a detailed review of the job classifications of the State's workforce and determine qualifications that warrant elimination or revision.

As affirmed by the record of votes of the members of your Committee on Labor, Culture and the Arts that is attached to this report, your Committee concurs with the intent and purpose of S.C.R. No. 168 and recommends its adoption.

Respectfully submitted on
behalf of the members of the
Committee on Labor, Culture and
the Arts,

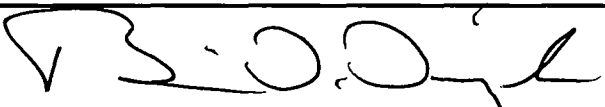


BRIAN T. TANIGUCHI, Chair



The Senate
 Thirty-First Legislature
 State of Hawai'i

Record of Votes
Committee on Labor, Culture and the Arts
LCA

Bill / Resolution No.:* SCR 168	Committee Referral: LCA	Date: 3/22/2021		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input checked="" type="checkbox"/> Pass, unamended 2312 <input type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
TANIGUCHI, Brian T. (C)	✓			
IHARA, Jr., Les (VC)	✓			
CHANG, Stanley	✓			
KEOHOKALOLE, Jarrett				✓
FEVELLA, Kurt	✓			
TOTAL	4	0	0	1
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy				

*Only one measure per Record of Votes