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## HOUSE RESOLUTION

URGING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO  
ESTABLISH A WORKING GROUP TO EXAMINE ISSUES AND  
OPPORTUNITIES FOR IMPROVEMENT IN RECRUITMENT AND RETENTION  
OF PUBLIC EMPLOYEES.

1           WHEREAS, Hawaii's state executive agencies currently have  
2 over three thousand vacancies; and

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4           WHEREAS, this degradation of the public sector workforce  
5 leaves important government functions at risk and deeply affects  
6 the efficacy of public services and public infrastructure; and

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8           WHEREAS, Hawaii's high cost of living makes surviving off  
9 public sector wages unsustainable for many residents; and

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11           WHEREAS, this situation is aggravated by growing pay  
12 disparities between the public and private sectors; and

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14           WHEREAS, many public sector jobs pay significantly less  
15 than their private sector counterparts while demanding  
16 equivalent levels of education, experience, and qualifications;  
17 and

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19           WHEREAS, public sector workers often pay higher health  
20 insurance premiums than their private sector counterparts; and

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22           WHEREAS, the Department of Human Resources Development,  
23 which is responsible for recruiting and retention efforts for  
24 state employment, is currently understaffed, leading to  
25 situations in which applicants for state positions wait months  
26 to hear back from the hiring agency after submitting an  
27 application; now, therefore,

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29           BE IT RESOLVED by the House of Representatives of the  
30 Thirty-second Legislature of the State of Hawaii, Regular  
31 Session of 2023, that the Department of Human Resources



1 Development is urged to establish a working group within the  
2 Department of Human Resources Development to examine issues and  
3 opportunities for improvement in recruitment and retention of  
4 public employees; and

5  
6 BE IT FURTHER RESOLVED that the working group is requested  
7 to consist of the following members:

- 8  
9 (1) The Director of Human Resources Development or the  
10 Director's designee, who is requested to serve as  
11 chairperson of the working group;  
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13 (2) The Administrator of the Hawaii Employer-Union Health  
14 Benefits Trust Fund or the Administrator's designee;  
15  
16 (3) The Executive Director of the Employees' Retirement  
17 System of the State of Hawaii or the Executive  
18 Director's designee;  
19  
20 (4) One member of the public with extensive professional  
21 experience in human resources in the public sector, to  
22 be selected by the Speaker of the House of  
23 Representatives;  
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25 (5) One member of the public with extensive professional  
26 experience in human resources in the private sector,  
27 to be selected by the President of the Senate;  
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29 (6) One member from each of the exclusive representatives  
30 of the state public sector employee collective  
31 bargaining units; and  
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33 (7) One or more representatives of any other agency or  
34 designee deemed appropriate by the chairperson of the  
35 working group; and  
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37 BE IT FURTHER RESOLVED that the working group is requested  
38 to serve until it has accomplished the objectives of this  
39 resolution or twenty days prior to the convening of the regular  
40 session of 2024, whichever occurs first; and  
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1 BE IT FURTHER RESOLVED that the working group is requested  
2 to examine:

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- 4 (1) Ways to improve the applicant experience and shorten  
5 the response time from the time of application to an  
6 interview;
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- 8 (2) Existing position descriptions of state public workers  
9 in all state departments and agencies and determine if  
10 redescription is necessary because the educational or  
11 training qualifications are obsolete, or the work  
12 descriptions are outdated or inaccurate;
- 13
- 14 (3) The impact of the pay disparities between public and  
15 private sector workers and make recommendations to  
16 address such disparities;
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- 18 (4) The impact of the disparities between the health  
19 insurance premiums paid by public and private sector  
20 workers and make recommendations to address such  
21 disparities;
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- 23 (5) The impact of mandatory public employee participation  
24 in the Employees' Retirement System; and
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- 26 (6) Potential avenues for incentivizing public sector work  
27 through flex-time and four-day work week options; and  
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29 BE IT FURTHER RESOLVED that the chairperson of the working  
30 group, in consultation with the working group, is requested to  
31 submit a report to the Legislature, including findings,  
32 recommendations, and any draft legislation, no later than twenty  
33 days prior to the convening of the Regular Session of 2024; and  
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35 BE IT FURTHER RESOLVED that certified copies of this  
36 Resolution be transmitted to the Governor, Director of Human  
37 Resources Development, Administrator of the Hawaii Employer-  
38 Union Health Benefits Trust Fund, Executive Director of the  
39 Employees' Retirement System, and the exclusive representative  
40 of each state public sector collective bargaining unit.  
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OFFERED BY:

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