
A BILL FOR AN ACT

RELATING TO STATE POSITION VACANCIES.

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

1 SECTION 1. The legislature finds that the executive branch
2 workforce is facing high vacancies. These vacancies have caused
3 a severe workforce shortage in state government, which has
4 created a reduction in the quality and quantity of government
5 services available to the public.

6 The legislature notes that the pay and benefits of many
7 state positions may no longer be competitive compared to private
8 and federal employers. The legislature believes that annual
9 data on the State's vacancies and the recruitment and retention
10 policies of the executive branch should be provided to the
11 legislature to help guide future legislation and policy
12 recommendations to address the high number of vacancies in state
13 government.

14 The purpose of this Act is to:

15 (1) Require the department of human resources development
16 to submit an annual report on the vacancies of the
17 executive branch of the State; and



1 (2) Appropriate funds to the department to conduct the
2 annual survey.

3 SECTION 2. Chapter 76, Hawaii Revised Statutes, is amended
4 by adding a new section to be appropriately designated and to
5 read as follows:

6 "§76- Executive branch; vacancies; annual report. (a)

7 The department of human resources development shall submit an
8 annual report on the vacancies in the state executive branch no
9 later than twenty days prior to the convening of each regular
10 session, beginning with the regular session of 2025.

11 (b) The annual report shall contain various metrics on
12 vacancies in the state executive branch, including, at a
13 minimum:

14 (1) The total number of vacant positions in the executive
15 branch;

16 (2) The total number of vacant positions for each
17 executive department and agency, including an up-to-
18 date list of each vacant position within the
19 department or agency, which includes the following
20 information:

21 (A) Position number;



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- 1 (B) Job title;
- 2 (C) Duration of the vacancy;
- 3 (D) Steps taken to fill the vacant position and any
4 challenges encountered;
- 5 (E) Amount budgeted for the position;
- 6 (F) Whether the position is temporary or permanent;
7 and
- 8 (G) The impact on government operations and delivery
9 of service due to the vacant position, if any;
- 10 (3) The percentage of vacant positions across the entire
11 executive branch;
- 12 (4) The percentage of vacant positions for each executive
13 department and agency;
- 14 (5) The percentage of vacant positions across the
15 executive branch, separated by county;
- 16 (6) The total number of vacant positions in the executive
17 branch, separated by county;
- 18 (7) The total number of employees within the executive
19 branch who left state employment in the past year,
20 including any reasons why the employees left;



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- 1 (8) Total number of employees in each executive department
2 and agency who left employment at their department or
3 agency in the past year, including any reasons why the
4 employees left;
- 5 (9) The total number of employees hired across the entire
6 executive branch in the past year;
- 7 (10) The total number of employees hired for each executive
8 department and agency in the past year;
- 9 (11) The total number of employees hired across the entire
10 executive branch, separated by county;
- 11 (12) Ten civil service job classifications, with a minimum
12 of fifty positions for those job classifications, that
13 have the highest vacancy rate in the executive branch;
14 and
- 15 (13) Current executive department and agency organization
16 charts that indicate which positions are filled or are
17 vacant; provided that employee names and other
18 personal information shall be redacted.
- 19 (c) The annual report shall include policies and
20 strategies that the department of human resources development
21 has implemented or plans to implement to:



- 1 (1) Provide a competitive and modern workforce to reduce
- 2 vacancies in the executive branch;
- 3 (2) Retain government employees; and
- 4 (3) Recruit government employees."

5 SECTION 3. There is appropriated out of the general
6 revenues of the State of Hawaii the sum of \$ or so
7 much thereof as may be necessary for fiscal year 2024-2025 for
8 the department of human resources development to compile an
9 annual report on the vacancies of the executive branch pursuant
10 to section 76- , Hawaii Revised Statutes.

11 The sum appropriated shall be expended by the department of
12 human resources development for the purposes of this Act.

13 SECTION 4. In accordance with section 9 of article VII of
14 the Hawaii State Constitution and sections 37-91 and 37-93,
15 Hawaii Revised Statutes, the legislature has determined that the
16 appropriations contained in H.B. No. , will cause the state
17 general fund expenditure ceiling for fiscal year 2024-2025 to be
18 exceeded by \$ or per cent. In addition, the
19 appropriation contained in this Act will cause the general fund
20 expenditure ceiling for fiscal year 2024-2025 to be further
21 exceeded by \$ or per cent. The combined total



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1 amount of general fund appropriations contained in only these
2 two Acts will cause the state general fund expenditure ceiling
3 for fiscal year 2024-2025 to be exceeded by
4 \$ or per cent. The reasons for exceeding the
5 general fund expenditure ceiling are that:

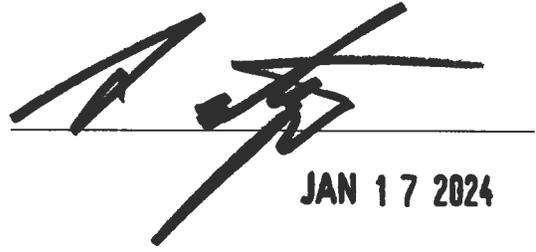
- 6 (1) The appropriation made in this Act is necessary to
7 serve the public interest; and
- 8 (2) The appropriation made in this Act meets the needs
9 addressed by this Act.

10 SECTION 5. New statutory material is underscored.

11 SECTION 6. This Act shall take effect upon its approval;
12 provided that section 3 shall take effect on July 1, 2024.

13

INTRODUCED BY: _____



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JAN 17 2024



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Report Title:

Department of Human Resources Development; State Position
Vacancies; Annual Report; Appropriation; Expenditure Ceiling

Description:

Requires the Department of Human Resources Development to submit
an annual report to the Legislature on vacancies in the state
executive branch. Appropriates funds.

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

2024-0683 HB HMSO

