

STAND. COM. REP. NO.

3887

Honolulu, Hawaii

APR 19 2024

RE: H.C.R. No. 80

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Second State Legislature  
Regular Session of 2024  
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred H.C.R. No. 80 entitled:

"HOUSE CONCURRENT RESOLUTION URGING STATE EXECUTIVE DEPARTMENTS TO REVIEW MINIMUM QUALIFICATIONS AND COMPENSATION FOR CLASS SPECIFICATIONS FOR JOB POSTINGS AND PROVIDE SUGGESTIONS TO THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT,"

begs leave to report as follows:

The purpose and intent of this measure is to urge state executive departments that utilize the Department of Human Resources Development for hiring purposes to review minimum qualifications and compensation for class specifications for job postings and provide suggestions, including alternative qualifications that can be used in lieu of existing minimum qualifications, to the Department of Human Resources Development.

Your Committee received testimony in support of this measure from the Department of Accounting and General Services.

Your Committee finds that in 2022, there were almost four thousand vacant positions across the State's executive departments, which is anticipated to increase as thirty-three percent of the State's workforce is eligible to retire in the next five years. Your Committee further finds that the current hiring process limits a department's flexibility in hiring individuals because funding for a position may be tied to a particular class



specification, which requires certain minimum qualifications most applicants for the position may not have. Therefore, this measure will enable state executive departments to share meaningful suggestions to improve the current process and increase the opportunity to recruit and hire qualified individuals capable of filling the growing vacancies.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee concurs with the intent and purpose of H.C.R. No. 80, and recommends its adoption.

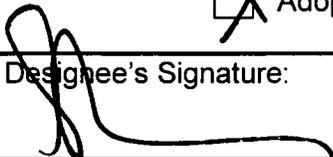
Respectfully submitted on  
behalf of the members of the  
Committee on Labor and  
Technology,

  
HENRY J.C. AQUINO, Chair



The Senate  
 Thirty-Second Legislature  
 State of Hawai'i

**Record of Votes**  
**Committee on Labor and Technology**  
**LBT**

Bill / Resolution No.:* <b>HCR 80</b>	Committee Referral: <b>LBT</b>	Date: <b>4/16/24</b>		
<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
AQUINO, Henry J.C. (C)	<b>X</b>			
MORIWAKI, Sharon Y. (VC)	<b>X</b>			
IHARA, Jr., Les				<b>X</b>
LEE, Chris	<b>X</b>			
FEVELLA, Kurt				<b>X</b>
<b>TOTAL</b>	<b>3</b>			<b>2</b>
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
<b>Distribution:</b> Original     Yellow     Pink     Goldenrod File with Committee Report     Clerk's Office     Drafting Agency     Committee File Copy				

**\*Only one measure per Record of Votes**