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KE KIA'ĀINA

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KA HOPE KIA'ĀINA

DEPT. COMM. NO. 287

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DIRECTOR
KA LUNA HO'OKELE

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DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAI'I | KA MOKU'ĀINA O HAWAI'I
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAI'I 96813-2437

January 8, 2026
Amended

The Honorable Ronald D. Kouchi, President
and Members of the Senate
State Capitol, Room 409
Honolulu, Hawai'i 96813

The Honorable Nadine K. Nakamura, Speaker
and Members of the House
State Capitol, Room 431
Honolulu, Hawai'i 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, the Department of Human Resources Development transmits the 2025 State of Hawai'i Annual Report on Vacancies, pursuant to Act 57, SLH 2019.

In accordance with Section 93-16, Hawai'i Revised Statues, a copy of the report is also transmitted to the Legislative Reference Bureau Library, and the report may be viewed electronically at http://dhrd.hawaii.gov/reports/legislative-reports/.

This is an amended report, and we respectfully request to retract our submittal on December 31, 2025, and replace it with the report attached herein.

Sincerely,

Brenna H. Hashimoto

Brenna H. Hashimoto
Director

Attachment

REPORT TO THE 2026 LEGISLATURE

AS REQUIRED BY ACT 57,
SESSION LAWS OF HAWAIʻI 2019

Department of Human Resources Development
December 2025

Background

The Department of Human Resources Development's (DHRD) mission is to provide timely and responsive leadership, resources, and services to fully support the State of Hawai'i in the recruitment, management, and retention of a high-performing workforce based on the merit principle as defined by HRS §76-1.

Act 57, Session Laws of Hawai'i 2019, as amended by Act 151, Session Laws of Hawai'i 2023, states the Director of the Department of Human Resources Development shall:

1. Facilitate and expedite the hiring and recruitment for civil service positions under the jurisdiction of the department of human resources development; and

2. Have the authority to reclassify and abolish vacant positions within state departments and agencies that are under the jurisdiction of the department of human resources development, subject to the following conditions:

    a. Prior to reclassifying or abolishing any vacant position as provided under this paragraph, the director shall submit a report to the legislature no later than twenty days prior to each regular session. The report shall include a list of vacant positions for reclassification or abolishment, identify the agency each position is attached to, provide reasons for reclassifying or abolishing the position, and state the duration the position has been vacant; and

    b. The director may reclassify or abolish any vacant position as provided under this paragraph no earlier than sixty days after the report has been submitted to the legislature as provided under this paragraph.

The inaugural report was submitted to the 2020 Legislature. No actions were taken to reclassify or abolish any positions in that report to establish a baseline assessment of the current situation and challenges among departments in the State of Hawai'i Executive Branch.

In the years since the inception of the Annual Report on Vacancies, DHRD has identified numerous stagnant positions to be abolished using various parameters (10 years, 5 years, then 4 years vacant). In the 2025 annual report, DHRD did not make any recommendations, but identified 419 civil service positions that had been vacant for four years or more.

	2021 (10 years)	**2022 (5 years)**	**2023 (4 years)**	**2024 (4 years)**	**2025 (4 years)**
Recommended	46	63	131	115	419
Abolished	3	1	5	4	66

In July 2025, each Executive Branch department was provided with a list of their vacant positions that have remained unfilled for more than four years. Departments were requested to update and clean up their human resources management system data, making sure positions are removed if they had been abolished, if the NTE date had

passed, etc., and were allowed to explain the reasoning for the length of vacancy. For this year's report, 485 civil service positions have been vacant for four years or more, as of November 1, 2025.

Table 1: Count of Positions Vacant Four Years or More

AGR	AGS	ATG	BED	BUF	DCR	DEF	HHL	HMS
10	9	2	6	3	56	9	10	92
HSPLS	**HTH**	**LAW**	**LBR**	**LNR**	**TAX**	**TRN**		
34	108	19	30	19	2	76		

The specific position titles and departmental justifications for these vacancies can be found in Appendix A.

Civil Service Vacancy Statistics

DHRD continues to recruit and screen applications for the Executive Branch agencies and to assist them with filling their department vacancies. Table 2 provides the recent years' vacancy data for the Executive Branch.

Table 2: Statewide Positions and Vacancies 2018-2025

Departments	# of Civil Service Positions in HRMS	Filled Positions	Vacant Positions*	NEOGOV Request to Fill (DHRD)	Unaccounted for Vacant Positions^ (Departments)
Reported on 11/01/25	17,574	13,301	4,273	1,210	3,063
		76%	24%	28%	72%
Reported on 11/01/24	17,089	13,004	4,085	1,609	2,476
		76%	24%	39%	61%
Reported on 11/01/23	17,566	12,684	4,685	2,018	2,667
		73%	27%	43%	57%
Reported on 11/01/22	17,002	13,027	3,975	1,516	2,459
		77%	23%	38%	62%
Reported on 12/01/21	16,763	13,349	3,414	941	2,479
		80%	20%	28%	72%
Reported on 10/01/20	17,403	13,873	3,530	181	3,349
		80%	20%	5%	95%
Reported on 10/01/19	17,327	14,190	3,137	942	2,195
		82%	18%	30%	70%
Reported on 09/01/18	17,163	14,153	3,010	1,033	1,977
		82%	18%	34%	66%

** Includes seasonal and emergency positions*

^ Includes internal vacancy recruitments that departments are holding, prior to an external recruitment where the job is posted on DHRD's website

Even though the vacancy rate remained the same as in 2024, at 24%, the total number of civil service positions active in the human resources management system (HRMS) increased by 485 positions over the last year. Without the additional 485 positions, the overall vacancy rate would have dropped to 22%. It is also important to note that the number of filled civil service positions has increased by nearly 300, meaning that departments' hiring has kept pace with separations and then some. Since DHRD has no control over the number of authorized new positions, it is important to consider several data points. Maintaining the same vacancy rate means DHRD and the executive branch

departments made great strides recruiting new employees and filling vacancies in the last year.

Table 3 identifies civil service vacancies by department, including a comparison of the previous two years' vacancies. Table 3 represents true civil service positions and does not include seasonal or surge positions.

Table 3: Civil Service Vacancy Statistics by Department

Department	Filled	Vacant	Total	% Vacant 2025	% Vacant 2024	% Vacant 2023
AGR	252	93	345	27%	27%	30%
AGS	568	136	704	19%	22%	23%
ATG	397	89	486	18%	21%	25%
BED	127	33	160	21%	18%	24%
BUF	183	46	229	20%	24%	16%
CCA	234	80	314	25%	27%	22%
DCR	1,827	729	2,556	29%	25%	29%
DEF	215	52	267	19%	25%	32%
HHL	82	32	114	28%	30%	36%
HMS	1,606	602	2,208	27%	26%	28%
HRD	82	18	100	18%	19%	29%
HSPLS	454	123	577	21%	22%	28%
HTH	2,296	819	3,115	26%	23%	27%
LAW	380	150	530	28%	25%	--
LBR	363	183	546	34%	37%	40%
LNR	768	217	985	22%	21%	24%
TAX	303	86	389	22%	33%	35%
TRN	2,234	539	2,773	19%	20%	23%
UOH	930	246	1,176	21%	23%	--
TOTAL	**13,301**	**4,273**	**17,574**	**24%**	**24%**	**27%**

DHRD averages about 500 open recruitments on any given day. In the last year, the DHRD Employee Staffing Division's (ESD) Recruitment, Certification and Examination employees conducted slightly less recruitments compared to the previous fiscal year but received and screened more applications than the previous year.

- Civil service recruitments decreased 2%, from 712 to 695;
- Applications received surged 27%, from 30,131 to 41,570;
- Applications screened jumped 31%, from 25,217 to 36,454
- Certified lists issued to departments increased 1%, from 4,503 to 4,568; and
- Qualified eligibles referred to departments grew 3%, 52,370 to 53,837.

DHRD referred more than 53,000 qualified applications (some applicants were referred to more than one job vacancy) in one year, as has been the trend since the end of the pandemic. After receiving 53,000 eligible candidates, departments filled 80% of requisitions, up from 67% last year. Requests to fill decreased by 8%, from 1,435 to 1,325, with the number of new hires filling positions rising 9%, from 969 to 1,070.

The increase in eligible candidates does not directly correlate with improved vacancy filling rates, suggesting that departments may be facing challenges in selecting suitable candidates or that job descriptions are not aligned with the available talent pool.

As expected, the sheer volume of applications received and requests to fill vacancies have kept DHRD recruitment staff extremely busy. DHRD is still working to return to pre-pandemic staffing levels, training new employees, and making strides in decreasing screening time from 61 days in FY24 to 38 days in FY25.

Non-Civil Service (Exempt) Vacancy Statistics

In addition to civil service classes, departments are delegated responsibility to establish and fill positions that are exempt from civil service, pursuant to HRS §76-16. Table 4 provides data on departments exempt position counts and their vacancy rate as of November 1, 2025.

Table 4: Non-Civil Service Vacancy Statistics

Department	Filled	Vacant	Total	% Vacant
AGR	5	6	11	55%
AGS	71	38	109	35%
ATG	225	36	261	14%
BED	169	48	217	22%
BUF	124	28	152	18%
CCA	145	54	199	27%
DCR	30	30	60	50%
DEF	126	67	193	35%
GOV	50	5	55	9%
HHL	44	23	67	34%
HMS	32	87	119	73%
HRD	12	3	15	20%
HSPLS	5	0	5	0%
HTH	53	184	237	78%
LAW	12	5	17	29%
LBR	173	197	370	53%
LNR	55	31	86	36%
LTG	16	0	16	0%
TAX	19	9	28	32%
TRN	36	53	89	60%
TOTAL	**1,402**	**904**	**2,306**	**39%**

More information on exempt positions and complete statewide workforce data is available in the annual Workforce Profile Report, which can be found on our website: dhrd.hawaii.gov/reports/.

Vacancies by Class of Work in Executive Branch

The high number of vacant positions in the State of Hawai‘i presents several critical challenges and opportunities for improving workforce management and service delivery. Table 5 identifies the highest number of vacancies by class of work as of November 1, 2025.

The classes of work are combined for all levels. For example, Office Assistant (OA) total vacancies include counts for OA II, III, IV and V levels. If an applicant applied for and was qualified at multiple levels, they are counted at each level for which they are qualified. Additionally, there are often multiple recruitments per year. If an applicant applies more than once for the same level and meets the minimum qualification requirements, they are counted each time they apply and are deemed qualified.

Table 5: Largest Vacancies by Class of Work/Series (50 or more)

Position Title	Number Vacant (2025)	% of Total Vacancies	Number of Qualified Applicants	Number Vacant (2024)
Office Assistant	382	9.49%	1,360	463
Adult Corrections Officer Recruit	220	5.46%	1,111	217
Human Services Professional	201	4.99%	172*	169
Adult Corrections Officer III - VII	193	4.79%	Delegated	198
Engineer	121	3.00%	294	145
Administrative Assistant (formerly Secretary)	113	2.81%	1,050	106
Eligibility Worker	108	2.68%	435	117
Janitor	96	2.38%	848	93
Program Specialist	77	1.91%	151	74
Information Technology Band A-D	75	1.86%	521	100
Deputy Sheriff I & II Deputy Sheriff III – V	66 18 (74 total)	1.74%	157 Delegated	54 22 (76 total)
Social Worker	70	1.71%	13*	69
Account Clerk	69	1.66%	319	82
Library Assistant & Technician	67	1.66%	434	65
Para-Medical Assistant (Mental Health)	67	1.64%	105	83
Registered Nurse	65	1.61%	298	90
Social Service Aid & Assistant	63	1.56%	150	59
Investigator	62	1.54%	187	59
Environmental Health Specialist	61	1.47%	164	53
General Laborer	59	1.32%	409	78
Accountant	53	1.27%	140	55

HRMS vacancy data as of November 1, 2025

* Recruitments for Social Workers and Human Service Professionals can be run individually or jointly. The numbers in Table 9 are for individual recruitments, but the joint recruitment qualified applicant number is 220 in 2025.

** DHRD only recruits for Deputy Sheriff I and II. All other levels are delegated.

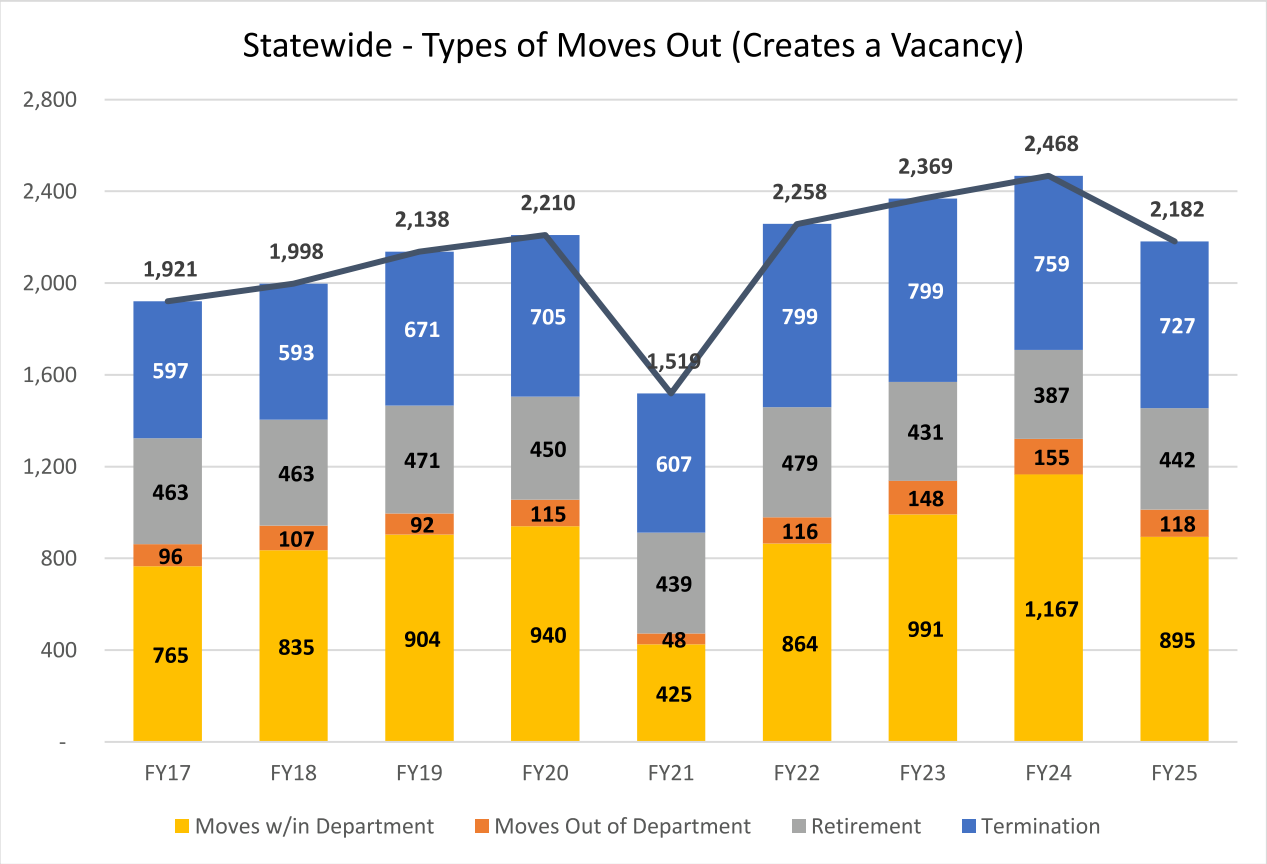
Statewide Employee Movement

DHRD tracks the movements of employees in, within, or out of a department. Each "move out" creates a vacancy within the State workforce.

- Moves Within Department are transfers or promotions to permanent civil service positions. This also includes movements from temporary/exempt/89-day hire appointments into permanent, civil service positions.
- Moves Out of Department means the employee moved to a different position in a different department.
- Retirements are self-explanatory but include reasons such as Voluntary Retirement (428) and Ordinary Disability (8).
- Terminations include both voluntary and in-voluntary terminations, including individuals who have left State government for other opportunities. The most common reasons for leaving include Personal Reasons (225), Other Reasons/Unknown (195), Other Employment Private (75), Other Jurisdiction (68), Discharge (60), Accept Exempt Position (30), Death (25), Work for City & County of Honolulu (15), and Health Reasons (8).

Table 6 shows the statewide count of the various types of moves out from FY17 through FY25 for all Executive Branch departments, excluding the Department of Education and University of Hawai‘i.

Table 6: Statewide Types of Turnover and Moves Out from FY17 – FY25



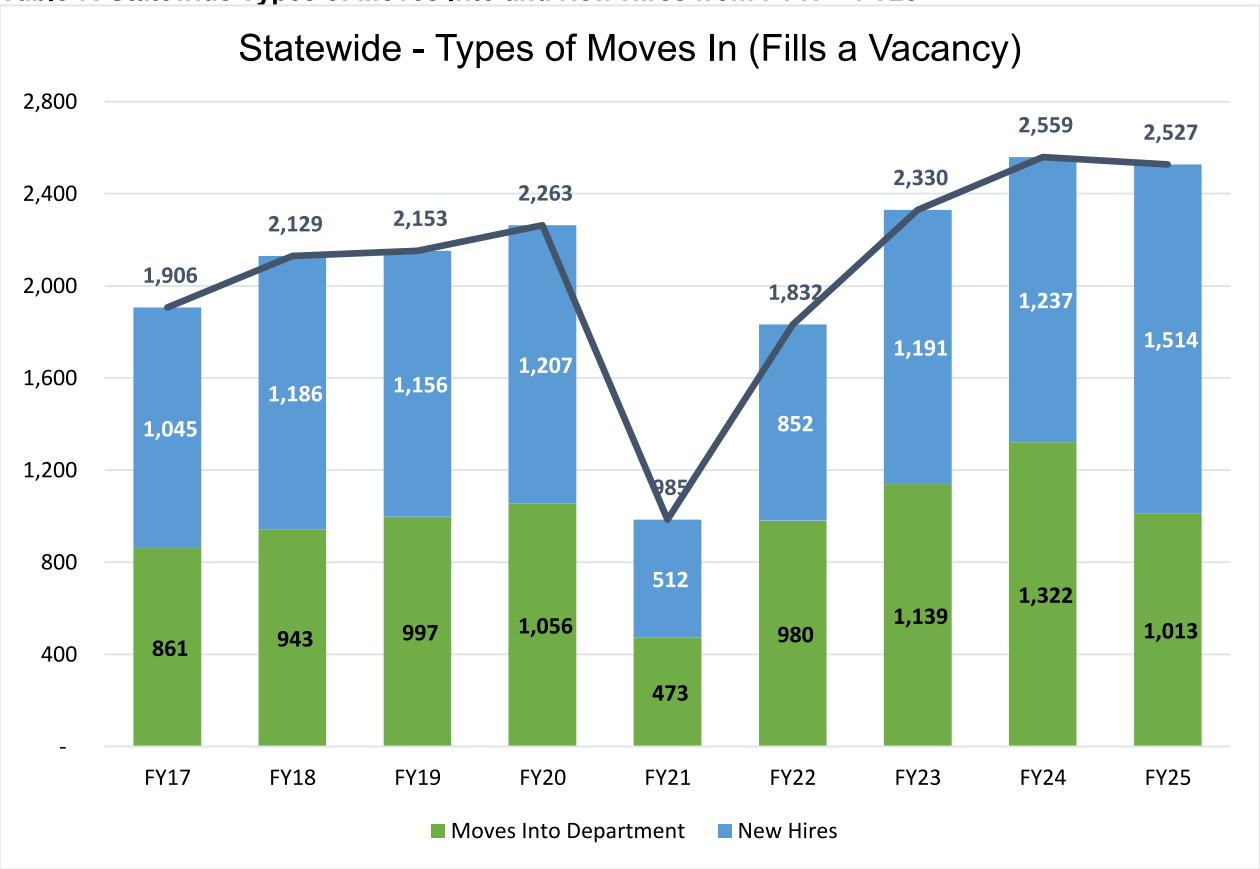
Of the 1,169 individuals who left State employment through termination or retirement in FY25, zero individuals reported dissatisfaction with their pay or hours, and four people indicated dissatisfaction with their supervisor. A detailed breakout of the explanation of reasons that employees left state government can be found in Appendix B.

State employees often transfer to a different department for professional growth or a higher paying position. The movements in Table 7 fill a vacancy and show the statewide total of types of moves into a department, either from the same or different department, and new hires from FY17 to FY25.

The substantial dip in FY21 is attributed to the hiring freeze for funded civil service positions imposed by Governor David Ige, which was in place from April 2020 through July 2021, per Executive Memorandum 20-01.

For the second year in a row, the State has seen a net increase in positions being filled. The breakout of moves in and out by department can be found in Appendix C. In FY25, the data reflects a notable increase in external hires compared to internal, indicating that departments are expanding their teams through external recruitment rather than relying solely on internal mobility. This approach brings in fresh perspectives and specialized expertise to support evolving organizational needs.

Table 7: Statewide Types of Moves Into and New Hires from FY17 – FY25



Retirement Projections

DHRD's annual State of Hawai'i Workforce Profile Report submitted to the Legislature each year projects the eligible retirements for the executive branch workforce over the next five fiscal years. Table 8 provides the details and breakout of retirement projections for the executive branch.

The projected retirement eligibility of nearly 30% of the executive branch workforce by FY30 presents a significant strategic risk to the continuity of government operations. Several departments are particularly vulnerable, with over one-third of their workforce eligible to retire. This trend underscores the urgent need for proactive workforce planning to mitigate the loss of institutional knowledge and ensure uninterrupted delivery of essential public services.

While the scale of projected retirements poses challenges, it also presents a unique opportunity to reshape and modernize the State workforce. As long-serving employees transition out, departments can recruit new talent equipped with contemporary skills in technology, data analysis, and community engagement. This generational shift offers a chance to enhance diversity, equity, and inclusion across state agencies, and to align workforce capabilities with evolving public expectations and service delivery models.

Table 8: FY2025 – FY2030 Retirement Projections

DEPT	TOTAL # OF EES IN THE DHRD PERSONNEL SYSTEM	# OF EES ELIGIBLE TO RETIRE (FY25)	FY26	FY27	FY28	FY29	FY30	# ELIGIBLE FOR RETIREMENT BY 06/30/2030*	% OF DEPT. WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2030
AGR	253	45	6	7	8	9	10	85	33.60%
AGS	664	129	19	20	22	27	32	249	37.50%
ATG	642	127	16	16	23	27	20	229	35.67%
BUF	336	41	7	5	7	12	6	78	23.21%
BED	341	53	9	8	9	8	7	94	27.57%
CCA	439	61	15	16	16	23	15	146	33.26%
DCR	1,857	346	61	60	49	49	56	621	33.44%
DEF	407	35	10	10	10	11	7	83	20.39%
GOV	55	1	0	0	0	1	0	2	3.64%
HHL	142	17	0	3	4	7	7	38	26.76%
HMS	1,730	292	45	52	30	47	50	526	30.40%
HRD	94	23	0	2	2	2	0	29	30.85%
HSPLS	458	85	10	12	13	13	12	145	31.66%
HTH	2,522	331	71	86	55	74	67	684	27.12%
LAW	396	50	5	8	10	13	16	102	25.76%
LBR	739	70	8	10	18	14	16	136	18.40%
LNR	836	108	19	18	21	25	25	216	25.84%
LTG	16	1	0	0	0	0	0	1	6.25%
TAX	329	62	9	6	10	11	11	109	33.13%
TRN	2,310	380	70	70	78	88	63	749	32.42%
TOTAL	**14,566**	**2,257**	**380**	**409**	**395**	**461**	**420**	**4,322***	**29.67%**

Source: State of Hawai'i Workforce Profile Report, 2025
**Assumes no retirements of eligible employees prior to 06/30/2030.*

State Employee Turnover Rates

DHRD did a 5-year look back at employee turnover, comparing retirement and termination numbers to total employee count to determine the State's turnover rate. The State's turnover rate has been decreasing since FY222 and has ranged from a low of 8.50% to a high of 11.15% as shown in Table 9. Data in Appendix B highlights the reasons individuals leave State employment, most notably for voluntary retirement and personal reasons. The data collected is voluntary and contingent on the employee sharing their reason(s) and by the department human resources offices recording the information.

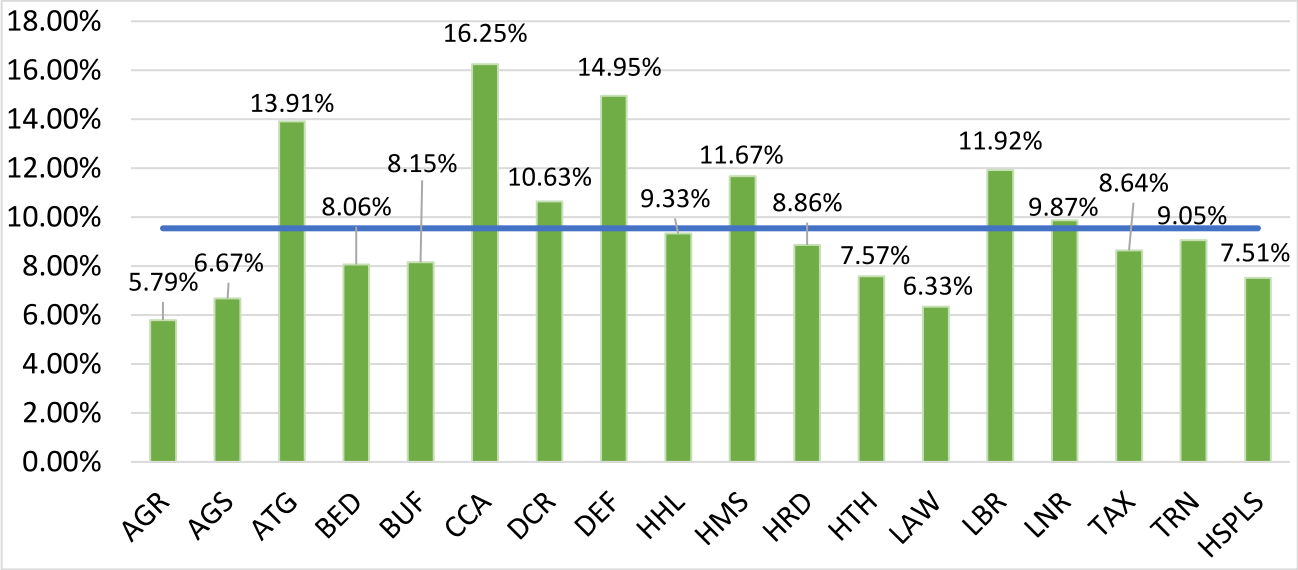
Table 9: Civil Service Turnover Rate

	FY20	FY21	FY22	FY23	FY24	FY25
Retirements/Terminations	1,102	1,017	1,280	1,229	1,146	1,169
Actual EE Count*	12,931	11,970	11,478	11,413	11,661	12,260
Turnover Rate	8.52%	8.50%	11.15%	10.77%	9.83%	9.54%

* As of June 30, 2025

Table 10 breaks down the turnover rate by department. In FY25, the turnover rate decreased to 9.54%. The departments with the highest turnover are the Departments of the Attorney General (ATG), Commerce & Consumer Affairs (CCA), and Defense (DEF).

Table 10: FY25 Civil Service Turnover Rate by Department (Compared to Statewide average 9.54%)



Operation Hire Hawai‘i & Federal Employees Hired

Operation Hire Hawai‘i (OHHI) aligns with Executive Order 25-02 by Governor Josh Green, M.D., to prioritize the recruitment of highly skilled professionals to address critical workforce needs across Hawai‘i’s public sector.

Since launching OHHI in February 2025, DHRD has received 246 requisitions from departments requesting to fill their vacancies using this method. Each requisition can be used for one vacancy or for group hire to fill multiple vacancies. For example, the Department of the Attorney General used one requisition to hire 12 Legal Assistants and another requisition to hire 12 Office Assistant IVs.

DHRD’s Employee Staffing Division (ESD) has opened a total of 168 recruitments under OHHI. Over 7,700 applications have been submitted by individuals looking for employment with the State of Hawai‘i.

The executive branch departments have also been tracking the number of new hires through all hiring programs, not just OHHI, who’s most recent experience was with the federal government. Table 11 shows the number of hires under the OHHI recruitment process and the number of federal hires for each department as of December 1, 2025.

Table 11: OHHI Results

Dept	Number of OH-HI Hires	Number of Federal Hires (All hiring types)
AGR	12	5
AGS	10	2
ATG	35	3
BED	10	0
BUF	0	0
CCA	5	6
DCR	16	0
DEF	4	1
HHL	4	1
HMS	22	11
HRD	10	1
HSPLS	1	0
HTH	8	1
LAW	3	1
LBR	11	1
LNR	10	5
TAX	8	0
TRN	14	12
Grand Total	**183**	**50**

Recruitment Strategies

With Hawai‘i facing an unprecedented labor shortage and to address vacancy issues, the State Recruiting Office has utilized different strategies to attract prospective candidates to State employment. The following outlines a few of the methods focused on this year:

Outreach/Marketing

The DHRD Recruiting Office has continued its partnership with Consolidated Theatres in 2025, running a 45-week recruitment campaign. 30-second promotional videos were presented 2-3 times before every movie at various locations, including Kāhala, Ward, Pearlridge West, Mililani Cinema 14, ‘Olino by Consolidated Theatres, and Kapolei Theatres. The two recruitment videos, created by DHRD staff, featured State employees from diverse career groups, such as blue collar/trades, office administration, information technology, law enforcement, and health services.

In addition to the Consolidated Theatres campaign, DHRD continued its advertising contracts with the University of Hawai‘i at Mānoa Athletics and Hawai‘i’s Network of Malls in 2025. The contract with UH Mānoa Athletics provided visibility for recruitment at the Stan Sheriff Center during all men’s and women’s volleyball and basketball games throughout the 2024-25 school year, targeting approximately 75,000 residents and students.

Furthermore, a one-year contract with Hawai‘i Network of Malls allowed DHRD to place print advertisements in 16 shopping malls and centers, reaching an average of 2.2 million shoppers each month though August 2025. Overall, DHRD will continue to seek new opportunities to expand its marketing and branding efforts.

NEOGOV Attract

DHRD began piloting a new feature of NEOGOV (the State's recruitment and onboarding platform) in April 2025 with full implementation in Fall 2025. Attract allows DHRD to manage outreach efforts with candidates, automated communication and measures recruitment data. DHRD uses the system to conduct pre-registration of interested candidates before an event, manage registration of attendees at recruitment events, send automated emails, monitor the progress of each prospective candidate through the application process to a permanent position.



At the CORE event in Wahiawā in November 2025, Attract was used to pre-register attendees, register participants at the event, and provide feedback on the event.

98 individuals pre-registered their intent to attend the recruitment event and 191 registered upon arriving at the event. 18 individuals took the time to submit feedback: 52.6% gave DHRD 5 out of 5 and 31.6% gave DHRD 4 out of 5 for the event overall. 94.4% intend to browse jobs on DHRD's website and 50% intend to apply for a State civil service job.

As the team is still learning the ins and outs of Attract, DHRD looks forward to utilizing it to its fullest potential in helping with recruitment.

LinkedIn

Throughout 2025, DHRD has actively leveraged social media platforms like Facebook, Instagram, and LinkedIn to promote State recruitments and job fair initiatives. In February 2025, DHRD signed a one-year contract with LinkedIn to utilize their Talent Solutions services, which includes career pages to showcase the executive branch and job postings, as well as an automated job wrapping process that streamlines and accelerates job listings.

In 2025, LinkedIn had 23,296 views of job postings. The posted jobs generated 3,553 apply starter leads which takes an applicant from LinkedIn to DHRD's website to apply. There were 53 confirmed hires through LinkedIn, where a person lists an end date at their previous company (on their LinkedIn profile) and a start date for a position with the State of Hawai'i. This in no way measures all hires who got to the DHRD website through LinkedIn.

Targeted Recruitment and Job Fairs

Recognizing the competitive job market, DHRD emphasizes the importance of maintaining a strong presence at various career fairs and outreach events to engage directly with potential applicants. The State Recruiting Office collaborates with agencies to represent job opportunities and employee benefits effectively. In 2025, DHRD participated in 44 recruitment events, including career fairs at the University of Hawai'i at Mānoa, the University of Hawai'i West O'ahu, Chaminade University, and Hawai'i

Pacific University, which facilitated connections with college graduates, and informational workshops for Hele Imua interns and potential applicants at the State Capitol. DHRD also coordinated participation in four public events organized by the Star Advertiser at the Neil Blaisdell Center.

To further enhance recruitment efforts, DHRD hosted four targeted fast-track recruitment events aimed at expediting the application and screening process. These events allowed DHRD to pilot new procedures, including on-site application acceptance for roles such as Office Assistant (3 times), Biosecurity Inspector, Environmental Health Specialist, Human Resources Specialist, and Professional Trainee, as well as on-site screening and interviews. A total of 605 applications were received during these events, with 429 individuals qualified, 496 interviews scheduled, and 39 individuals hired to date by participating departments. DHRD continues to collaborate with counterparts on the neighbor islands to participate in local events, assisting in filling State vacancies across the islands.

SkillBridge

In July 2024, DHRD's application was approved by the U.S. Department of Defense's SkillBridge program on behalf of the State of Hawai'i. SkillBridge creates a partnership between employers and current active-duty service members and provides the service member an opportunity to receive specific training or participate in an internship or apprenticeship with an employer during their last three to six months of their military service. This program assists the service members with transitioning to civilian life and will provide training or experience, with the hope that the service members will apply for a vacant position upon retirement or separation.

DHRD initially focused on IT positions and has since expanded our opportunities to include Account Clerks, Building Maintenance Workers, Office Assistants, and Registered Nurses, with more classes to be added in the future.

DHRD has received 74 inquiries from service members interested in the SkillBridge internship. DHRD's first success story was one service member who did their internship at DHRD and was subsequently hired into the executive branch. Three other service members have been placed with departments and are in the pipeline to start their internships. DHRD has been working with various departments to identify department specific classes of work that will benefit from SkillBridge and will continue to collaborate with the managers to secure more partnerships. Additional resources would be necessary to expand this program.

Hele Imua State of Hawai'i Internship Program

Since its inception in September 2022, the Hele Imua State of Hawai'i Internship Program has seen significant developments, particularly following the memorandum of agreement signed between DHRD and DLIR in September 2023. This agreement formalizes the support that DHRD will provide to the internship program. As part of this collaboration, DLIR has assigned an exempt Workforce Program Specialist to DHRD to assist with the internship program and support the interns directly.

The Workforce Program Specialist began working with DHRD in November 2023, taking on the responsibility of coordinating programs and developing a five-course curriculum

specifically for the Hele Imua interns. The primary goal of the internship is to equip interns with quality work experience, preparing them for careers in their chosen field. This structured approach aims to enhance the interns' employability and better prepare them for future opportunities within state government and beyond. The program includes:

1) Hele Imua Meet and Greet – Scheduled bi-monthly or individually if interns are unable to attend regularly scheduled session. This session is essential as it provides guidance on the learning management system, their intern learning plan, and specifics about the in-person trainings, focused on the application, interview, and placement process. 151 interns attended 17 sessions between January 2025 and October 2025. Meetings will continue twice a month for the remainder of the calendar year.
2) Hele Imua In-Person – This all-day session covers resume creation/refreshment, NEOGOV and the State's application process, and an interviewing process workshop. 96 interns have attended 4 sessions so far in 2025 and there is one more session scheduled in December 2025.
3) Hele Imua Recruitment Workshop – Hands-on workshop with the intern and a DHRD recruiter, exploring positions for which the intern would qualify. 38 interns attended four sessions in 2025 and one more class is scheduled for November 2025.
4) Hele Imua Open House – A networking event for current interns where former interns, now employees, hosted a round-table discussion on their experiences, and a Legislator Q&A session. Two events were held in 2025.
5) Hele Imua Learning Path – Compilation of approximately 23 online/on-demand training courses for all interns including an overview of State government, Equal Employment Opportunity (EEO) Training and Workplace Violence Program training. 164 interns were enrolled in 2024.

In 2025, approximately 40 interns accepted permanent positions. Although this total number seems low, there were considerable numbers of interns hired per hiring period that were unavailable or not interested in pursuing full-time work at the State at that time (i.e. not yet graduated).

As DLIR is the hiring agency for this program, DHRD defers to them for updated statistics.

Classification & Compensation Study

In 2025, the Legislature passed SB1567 and Governor Green signed into law Act 180 which requires the Department of Human Resources Development to complete a comprehensive review of the classification and compensation systems for all civil service positions under its jurisdiction. This study will help DHRD effectively address antiquated class specifications, class titles, and minimum qualification requirements, and identify and develop recommendations to ensure wages remain competitive and that pay programs keep pace with market changes. The Request for Proposals (RFP) was issued on October 3, 2025, and closed on November 7, 2025. Proposals were reviewed and a contractor has been selected. The department is currently working with the selected vendor on finalizing a contract. As part of this effort, DHRD is requiring the

contractor to recommend technological solutions, including associated costs and estimated implementation timelines, to improve the efficiency and accuracy of the State's classification and compensation management processes. These recommendations are intended to ensure that any proposed system reforms are supported by modern tools capable of sustaining long-term improvements and reducing reliance on manual, labor-intensive workflows.

Classification Updates

DHRD recently worked closely with the Department of Agriculture and Biosecurity to review, retitle, and revise the minimum qualifications for the Biosecurity Inspector (formerly Plant Quarantine Inspector) series with the goal of broadening the education requirements. DHRD anticipated that these amendments to the MQs will allow for more qualified applicants to be considered in filling the numerous vacancies within the department.

Classification also updated the minimum qualifications for the following classes: Natural Resources Management Specialist, Park Caretaker I & II, State Airports Fire Chief, Foster Grandparent Program Manager, and Farm Manager I.

The upcoming Classification and Compensation Study is intended to review and make recommendations on improving the State's classification system, including MQs.

Compensation Updates

Architect Salary Schedule

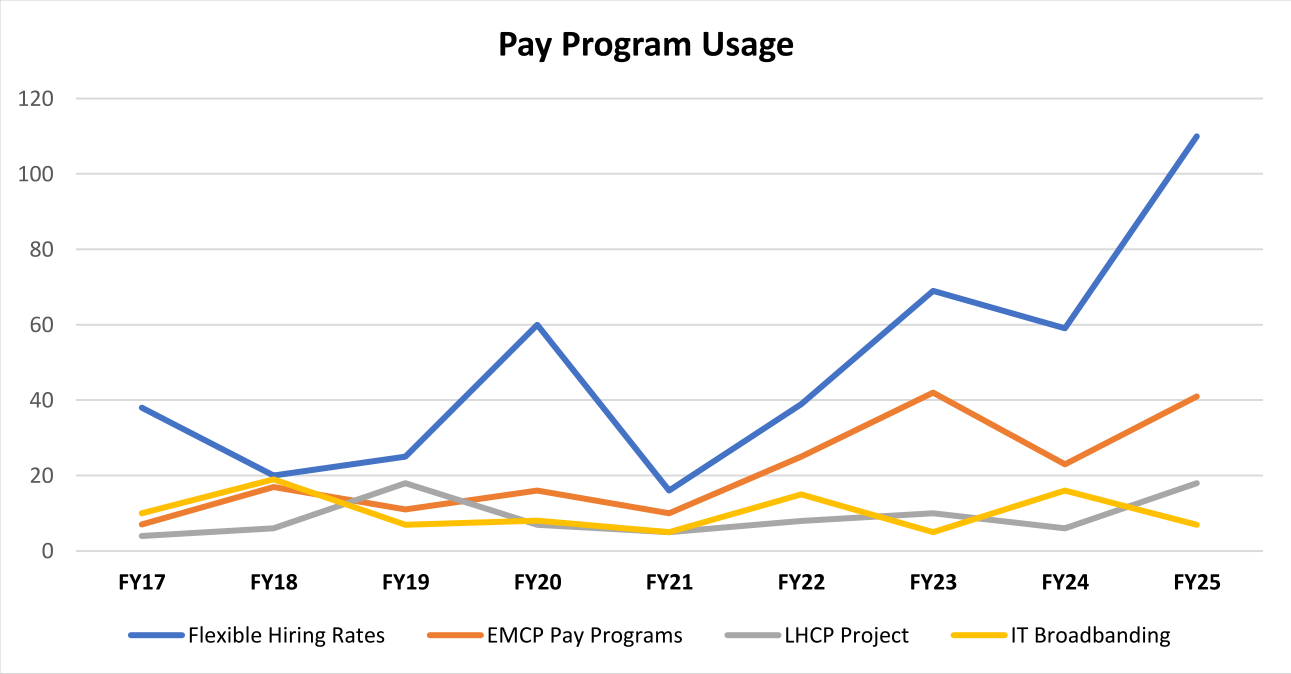
Similar to the Engineer Salary Schedule developed in 2024, a separate Architect Salary Schedule was developed to aid in the recruitment and retention of employees in the series. The higher rates on the new salary schedule eliminates the need for shortage differentials and has resulted in a more competitive salary schedule.

Increased Use of Pay Programs

Pay programs used to address recruitment challenges, retention, and recognize increased competencies such as Flexible Hiring Rates and the Excluded Managerial Compensation Plan (EMCP) Pay Programs have experienced an upward trend in usage over the years, except during the COVID period in FY 2021. Over the past five years, total use has increased by 93%.

Table 13: Pay Program Usage from FY17-FY25

Pay Program	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Flexible Hiring Rates	38	20	25	60	16	39	69	59	110
EMCP Pay Programs	7	17	11	16	10	25	42	23	41
Licensed Health Care Professional Project	4	6	18	7	5	8	10	6	18
IT Specialist Broadbanding	10	19	7	8	5	15	5	16	7
Total	**59**	**62**	**61**	**91**	**36**	**87**	**126**	**104**	**176**



Conclusion

There have been persistent challenges and significant progress made in addressing workforce gaps across the State of Hawai‘i Executive Branch. While the overall civil service vacancy rate remained steady at 24%, the total number of filled positions increased by nearly 300 over the last year, indicating that departments are actively expanding their capacity to meet public service demands. Notably, the number of new hires rose by 9% and the percentage of filled requisitions improved from 67% to 80%, demonstrating the effectiveness of enhanced recruitment strategies and interdepartmental collaboration.

Despite these gains, there are critical areas requiring continued attention. High vacancy rates in key classifications such as Office Assistants, Adult Correctional Officers, and Human Services Professionals underscore the continued need for dedicated resources, targeted recruitment initiatives, and streamlined hiring processes. The projected retirement eligibility of nearly 30% of the workforce by FY2030 further emphasizes the urgency of succession planning and knowledge transfer initiatives.

Programs like Operation Hire Hawai‘i and the Hele Imua Internship Program have shown promise in attracting new talent and diversifying the State workforce. Additionally, the increased use of flexible hiring rates and pay programs reflects a growing commitment to modernizing the State’s approach to workforce management.

As DHRD continues to implement the mandates of Act 180 and prepares for a comprehensive classification and compensation study, the department remains focused on building a resilient, high-performing public workforce. Continued collaboration with departments, data-driven decision-making, and sustained investment in recruitment and retention will be essential to meeting the evolving needs of Hawai‘i’s residents.

APPENDIX A

Total Vacancies 4 years or longer: 485
79 of those positions are filled with 89-day hires

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
AGR	Agr Loan Div	00005615	Professional Trainee I	Yes	10/24/2021	HAW	Kona	Y	Y	A	NR		05/09/80	Pending reorg - chg postion to clerical
AGR	Anml Ind Div	00046453	Veterinary Prgm Mgr I (DVM)		6/3/2019	OAH	Halaw-Kali	Y	Y	B	O	06/03/19		Working on our 3rd list of eligibles.
AGR	Ofc-Chairpsn	00120398	Planner V	Yes	1/1/2019	OAH	Downtown	Y	Y	B	O	01/01/19	09/29/11	Waiting for 2nd list of eligibles
AGR	PlantIndDiv	00002848	Plant Quarantine Inspector IV		8/21/2021	OAH	Halaw-Kali	Y	Y	A	I	08/25/25	01/16/69	Fill internally within 1 month
AGR	PlantIndDiv	00002851	Plant Quarantine Inspector IV		7/1/2021	OAH	Halaw-Kali	Y	Y	A	I	09/08/25	07/01/68	Fill internally within 1 month
AGR	PlantIndDiv	00012327	Plant Quarantine Inspector IV		12/1/2020	OAH	Halaw-Kali	Y	Y	A	I	09/08/25	11/01/88	Fill internally within 1 month
AGR	PlantIndDiv	00024822	Noxious Weed Specialist IV		7/1/2018	OAH	Downtown	Y	Y	B	NR		05/16/87	Mngr for section will start in 2 weeks & will open for recruitment
AGR	PlantIndDiv	00043154	Plant Quarantine Inspector V		12/31/2021	OAH	Halaw-Kali	Y	Y	A	I	08/25/25	01/31/90	Fill internally within a month.
AGR	QltyAssurDiv	00026178	Measurement Standards Insp III		12/31/2021	OAH	Halaw-Kali	Y	Y	A	NR		10/16/88	Assessing recruitment strategy
AGR	QltyAssurDiv	00044054	Agric Commod Mktg Spclt I		5/14/2019	HAW	Kona	Y	Y	A	NR		09/05/90	Waiting for union consult & will chg location from West HI to Oahu
AGS	Election Adm	00101158	General Professional V		6/28/2019	OAH	Waip-Aiea	Y	Y	A	O	04/01/2022		None
AGS	ETS	00013703	Information Technology Band B		4/1/2020	OAH	Downtown	Y	Y	A	NR			Delegated Reorg / Redescribing position, changing from CS to EX
AGS	ETS	00027469	Computer Operator II		12/31/2020	OAH	Downtown	Y	Y	A	O	06/24/2025		Conditional offer made
AGS	Maui Dist	00021389	Engineer V		2/5/2020	MAU	Wailuku/Ka	Y	Y	A	O	03/05/2021		Downgraded for recruitment; 3rd Recruitment - 10 lists, 12 referred, 5 interviewed; currently on 11th list, 2 referred
AGS	Maui Dist	00021618	Building Const Inspector II		4/16/2019	MAU	Wailuku/Ka	Y	Y	A	O	09/17/2022		Downgraded for recruitment; OH-HI
AGS	PubWorksDiv	00010610	Engineer V		11/1/2021	OAH	Downtown	Y	Y	A	O	02/08/2022		Downgraded for recruitment; August start date but applicant declined for another dept
AGS	PubWorksDiv	00017012	Contracts Assistant II	Yes	8/12/2017	OAH	Downtown	Y	Y	A	NR			Not in recruitment - position redescription
AGS	PubWorksDiv	00036607	Engineer V		5/16/2016	OAH	Downtown	Y	Y	A	O	09/12/2023		Downgraded for recruitment; July 2025 conditional offer declined for another position within the dept
AGS	WHawaii Dist	00043716	Building Const Inspector II		11/1/2020	HAW	Kona	Y	Y	A	O	09/13/2021		6 lists, 14 referred, 4 interviewed; Waiting for reposting
ATG	CSEA	00118493	Legal Assistant III	No	7/19/2021	HAW	Hilo		Y	A & P	O	2/11/22	6/1/07	Difficult finding qualified applicants on neighbor islands
ATG	LegSvFamLaw	00037478	Legal Clerk II	No	2/1/2020	HAW	Kona		Y	U	O			Difficult finding qualified applicants on neighbor islands
BED	ComAg&OthPrj	00125064	Account Clerk III	No	10/1/2019	OAH	OAH	Y	Y	A	NR	N/A		Plan to recruit within the next 2 months. This position was orginally a civil service position, and a past HTA administratations were attempting to convert it to exempt. With Governor Green signeing SB1571 into law (Act 132, SLH 2025), all existing HTA civil service positions are now exempt from the state civil service law. As such, we are updating the PD and will be recruiting within the next 2 months.
BED	F-T Zone Div	00024766	Economic Development Spclt	Yes	10/3/2021	OAH	Downtown	Y	Y	B	O	9/21/2023		Currently in active recruitment. DHRD will be sending a list of applicants soon to DBEDT.
BED	F-T Zone Div	00034735	Business Manager V	Yes	7/16/2021	OAH	Downtown	Y	Y	B	O	9/1/21		FTZ has selected a candidate to fill this position.
BED	OPSD	00012517	Planning Program Admr II	No	5/1/2019	OAH	Downtown	N	N	A	NR	N/A		OPSD will be interviewing a qualified applicant on August 4 which may lead to a contingent offer of employment.
BED	Res/EcAnlDiv	00120972	Research Statistician I	Yes	3/17/2020	OAH	OAH	Y	Y	P	O	9/1/23	7/3/13	This position is funded for 50% of a full time equivalent (25% from Feds/ 25% DBEDT). The position assists with the survey on occupational injuries & illness. The position is currently filled using 89 day hires because Labor Stats has not been able to successfully recruit a permanent person part time. Labor Stats will continue to use 89 day hires until they can find a permanent recruit.

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
BED	Res/EcAnlDiv	00122690	Statistics Clerk I		2/19/2021	OAH	OAH	Y	Y	P	NR	N/A		This position will be redescribed to assist DBEDT meets the DBEDT's mission for economic development.
BUF	Admin&ResOfc	00124147	Information Technology Band	No		OAH	Downtown		Y	A	NR			Vice
BUF	BudgPrgPlMgt	00124761	Program Budget Analyst V	No		OAH	Downtown		Y	A	NR			Vice
BUF	EmpRetireSys	00003280	General Professional VI	No	5/15/2020	OAH	Downtown	Y	Y	X	O	5/16/2020	05/16/2020	The Employees' Retirement System (ERS) continues active recruitment for this critical supervisory position in the Retirement Benefits Branch. This role oversees Neighbor Islands and Operations Support Sections, providing retirement, disability, and death benefits counseling statewide, as well as operational support and special project implementation.
DCR	Corr Industr	00015251	Account Clerk IV		12/30/2016	OAH	Halaw-Kali	Y	Y	W	O			Program received only one (1) applicant but he never responded; actively recruiting
DCR	CorrsPrgSvcs	00037230	Office Assistant III		11/1/2020	OAH	Halaw-Kali	Y	Y	A	O			Selected Applicant did not pass pre-employment drug test; Recruitment is on continuous Wikiwiki announcement; wait for new list
DCR	CorrsPrgSvcs	00047338	Corrections Edn Spclt III		3/16/2018	OAH	Halaw-Kali	Y	Y	A	I, O			New list sent to program on 08/08/2025; in progress
DCR	CorrsPrgSvcs	00047339	Corrections Edn Spclt III		11/1/2021	OAH	Halaw-Kali	Y	Y	A	I, O			New list sent to program on 08/08/2025; in progress
DCR	CorrsPrgSvcs	00051382	Cook II		7/1/2020	KAU	Kapaa	Y	Y	A	I, O			On continuous OH-HI announcement; List to be sent to the program (as recruiting for neighbor islands is difficult, especially Kauai)
DCR	CorrsPrgSvcs	00112943	Substance Abuse Specialist III		9/16/2005	OAH	Waip-Aiea	Y	Y	A	O			Wait for updated/recertified lists from DHRD
DCR	CorrsPrgSvcs	00121088	Office Assistant III		12/15/2017	OAH	Halaw-Kali	Y	Y	N	NR			Federal grant expired 08/31/2024
DCR	HealthCareDv	00048596	Medical Record Librarian III		2/8/2021	OAH	Halaw-Kali	Y	Y	A	O			On Continuous DHRD job announcement; actively recruiting
DCR	HealthCareDv	00053358	Medical Record Technician V		8/1/2020	OAH	Waip-Aiea	Y	Y	A	O			Actively recruiting
DCR	HealthCareDv	00118086	Registered Nurse IV		10/27/2021	OAH	Halaw-Kali	Y	Y	A	I, O			Employee is TA'd to position; Key position bec. it oversees Mental Health section of OCCC; IVA to be posted
DCR	HealthCareDv	00118111	Human Svcs Prof III		7/3/2020	MAU	Wailuku/Ka	Y	Y	A	O			Recommended Applicant declined job offer; waiting for new list
DCR	HealthCareDv	00122931	Human Svcs Prof III		3/13/2021	MAU	Wailuku/Ka	Y	Y	A	O			On continuous WIKIWIKI announcement; waiting for new list
DCR	HealthCareDv	00124164	Human Svcs Prof IV			OAH	Halaw-Kali	Y	Y	A	O		11/04/2021	On continuous WIKIWIKI announcement; waiting for new list
DCR	HealthCareDv	00124165	Human Svcs Prof IV			OAH	Halaw-Kali	Y	Y	A	O		11/04/2021	On continuous WIKIWIKI announcement; waiting for new list
DCR	HealthCareDv	00124166	Human Svcs Prof IV			OAH	Waip-Aiea	Y	Y	A	O		11/04/2021	On continuous WIKIWIKI announcement; waiting for new list
DCR	HealthCareDv	00124167	Human Svcs Prof IV			MAU	Wailuku/Ka	Y	Y	A	O		11/04/2021	On continuous WIKIWIKI announcement; waiting for new list
DCR	HealthCareDv	00124168	Human Svcs Prof IV			KAU	Kapaa	Y	Y	A	O		11/04/2021	On continuous WIKIWIKI announcement; waiting for new list
DCR	HealthCareDv	00124169	Licensed Practical Nurse II			OAH	Waimnlo/Ka	Y	Y	A	O	07/29/2023	11/04/2021	DHRD list sent to the program on 09/04/25; in progress
DCR	HealthCareDv	00124170	Licensed Practical Nurse II			OAH	Waimnlo/Ka	Y	Y	A	O	07/29/2023	11/04/2021	DHRD list sent to the program on 09/04/25; in progress
DCR	HealthCareDv	00124171	Human Svcs Prof IV			OAH	Halaw-Kali	Y	Y	A	O		11/04/2021	On continuous WIKIWIKI announcement; waiting for new list
DCR	HealthCareDv	00124172	Human Svcs Prof IV			OAH	Halaw-Kali	Y	Y	A	O		11/04/2021	On continuous WIKIWIKI announcement; waiting for new list
DCR	HIParolAuth	00120648	Office Assistant III	Yes	12/1/2021	OAH	Downtown	Y	Y	A	O			On continuous WIKIWIKI announcement; waiting for new list

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
DCR	Institutions	00002574	Adult Corrections Officer IV		6/28/2021	OAH	Halaw-Kali	Y	Y	A	I			Per UPW BU 10 contract, DCR has its own IVA process for ACO Promotions
DCR	Institutions	00002581	Adult Corrections Officer IV		4/17/2021	OAH	Halaw-Kali	Y	Y	A	I			Per UPW BU 10 contract, DCR has its own IVA process for ACO Promotions
DCR	Institutions	00013367	Office Assistant III		4/1/2020	OAH	Halaw-Kali	Y	Y	A	O			On continuous WIKIWIKI announcement; waiting for new list
DCR	Institutions	00028369	Adult Corrs Officer Recruit	Yes	3/18/2021	KAU	Kapaa	Y	Y	A	O			On Continuous WIKIWIKI Announcement and DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00030785	Adult Corrs Officer Recruit	Yes	6/13/2021	OAH	Waip-Aiea	Y	Y	A	O			On Continuous WIKIWIKI Announcement and DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00031132	Adult Corrections Officer IV		6/28/2021	OAH	Halaw-Kali	Y	Y	A	I			Per UPW BU 10 contract, DCR has its own IVA process for ACO Promotions
DCR	Institutions	00031134	Adult Corrections Officer IV		5/6/2021	OAH	Halaw-Kali	Y	Y	A	I			Per UPW BU 10 contract, DCR has its own IVA process for ACO Promotions
DCR	Institutions	00031145	Adult Corrections Officer IV		10/1/2021	OAH	Halaw-Kali	Y	Y	A	I			Per UPW BU 10 contract, DCR has its own IVA process for ACO Promotions
DCR	Institutions	00031152	Adult Corrections Officer IV		7/30/2021	OAH	Halaw-Kali	Y	Y	A	I			Per UPW BU 10 contract, DCR has its own IVA process for ACO Promotions
DCR	Institutions	00032722	Adult Corrections Officer IV		8/10/2021	OAH	Halaw-Kali	Y	Y	A	I			Per UPW BU 10 contract, DCR has its own IVA process for ACO Promotions
DCR	Institutions	00034796	Adult Corrs Officer Recruit		5/1/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00036782	Human Svcs Prof III	Yes	12/16/2020	HAW	Hilo	Y	Y	A	O			Selected Applicant cleared Background check; in Orientation phase
DCR	Institutions	00037097	Adult Corrs Officer Recruit	Yes	10/1/2021	OAH	Waip-Aiea	Y	Y	A	O			On Continuous WIKIWIKI Announcement and DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00038148	Groundskeeper II		1/20/2021	OAH	Halaw-Kali	Y	Y	A	O			New list sent to program on 08/08/2025; in progress
DCR	Institutions	00038623	Farm Supervisor		8/20/2020	OAH	Waip-Aiea	Y	Y	A	NR			Put on Hold; Need to redescribe duties, review of MQs, substitutions, etc., because of history and difficulty in recruiting qualified applicants
DCR	Institutions	00038665	Adult Corrections Officer IV		6/5/2021	OAH	Halaw-Kali	Y	Y	A	I			Per UPW BU 10 contract, DCR has its own IVA process for ACO Promotions
DCR	Institutions	00048360	Adult Corrs Officer Recruit		6/5/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00048362	Adult Corrs Officer Recruit		10/2/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00048368	Adult Corrs Officer Recruit		8/28/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00048384	Adult Corrs Officer Recruit		5/1/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00048397	Adult Corrs Officer Recruit		8/16/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00048401	Adult Corrs Officer Recruit		11/6/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00048402	Adult Corrs Officer Recruit		6/28/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00048403	Adult Corrs Officer Recruit		4/16/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00048411	Adult Corrs Officer Recruit		7/1/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00049890	Adult Corrs Officer Recruit	Yes	6/28/2021	KAU	Kapaa	Y	Y	A	O			On Continuous WIKIWIKI Announcement and DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00049904	Adult Corrs Officer Recruit		9/1/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
DCR	Institutions	00049906	Adult Corrs Officer Recruit		8/17/2021	MAU	Wailuku/Ka	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00112673	Adult Corrections Officer III		5/24/2021	OAH	Halaw-Kali	Y	Y	A	O			DCR conducts six (6) Basic Corrections Recruit Classes per year on continuous basis
DCR	Institutions	00122465	Farm Manager I	Yes	12/1/2019	OAH	Waip-Aiea	Y	Y	A	O			Waiting for new list
DCR	IntakeSvcCtr	00123155	Human Svcs Prof IV		12/28/2020	OAH	Halaw-Kali	Y	Y	A	O			On continuous WIKIWIKI announcement; waiting for new list
DCR	IntakeSvcCtr	00123156	Human Svcs Prof IV		7/1/2021	OAH	Halaw-Kali	Y	Y	A	O			On continuous WIKIWIKI announcement; waiting for new list
DCR	IntakeSvcCtr	00123157	Social Worker IV		2/23/2021	OAH	Halaw-Kali	Y	Y	A	O			On continuous WIKIWIKI announcement; waiting for new list
DCR	IntakeSvcCtr	00123158	Human Svcs Prof IV		12/28/2020	HAW	Hilo	Y	Y	A	O			On continuous WIKIWIKI announcement; waiting for new list
DEF	AirNatlGuard	00006130	General Laborer II		11/1/2019	OAH	Halaw-Kali	N	N	A & P	NR		12/1/1946	Position 75 fed/25 state. Insufficient funding
DEF	ArmyNatlGard	00120542	Engineer IV		2/23/2019	OAH	Manoa-Kaha	Y	Y	P	O	11/1/2024	4/16/2012	Recruit at ENG I / II; list provided to program 8/12/2025, due 10/6/2025; Pending interviews
DEF	ArmyNatlGard	00121843	Office Assistant II		1/1/2016	OAH	Manoa-Kaha	N	N	P	NR		10/22/2015	Requested PERS1 from program to abolish position in HRMS per HB300. Awaiting approved PERS1 to process.
DEF	Eng	00123235	Electrician I	Yes	2/10/2020	OAH	Manoa-Kaha	N	N	A	NR		2/10/2020	Program using to fill with 89-day hire to assist with Motor Pool while supervisor is out on extend medical leave; No PERS1 to start recruitment received
DEF	HI-EMA	00111378	Emrgncy Mgmt Spclt IV		1/30/2019	OAH	Manoa-Kaha	N	N	T & A	NR		9/1/2000	Program to redescribe position to EMS V; pending PERS1 and completion of Classification action
DEF	HI-EMA	00112987	Telecommunications Planner		10/3/2020	OAH	Manoa-Kaha	Y	Y	A			4/14/2003	Pending PD update before starting Recruitment
DEF	HI-EMA	00116385	Office Assistant IV		4/6/2020	OAH	Manoa-Kaha	Y	Y	A	NR		6/5/2003	
DEF	HI-EMA	00116833	Office Assistant III		1/7/2021	OAH	Manoa-Kaha	Y	Y	A	O	6/27/24	4/6/2004	Last list sent in Feb 2025, no recommendation made; since position has been extended to 6/30/2026, need to work on getting list of eligible to program
DEF	HI-EMA	00119394	Office Assistant III		1/13/2021	OAH	Manoa-Kaha	Y	Y	A	O	6/27/2024	11/16/2009	Last list sent in Feb 2025, no recommendation made; since position has been extended to 6/30/2026, need to work on getting list of eligible to program
EDN	Hspls	00000319	Account Clerk III	Yes	3/6/2021	OAH	Downtown FSO	Y	Y	A	O	8/17/2021		Due to critical need, substitute or 89-day employee has been performing this job while waiting to hire a permanent employee.There have been 9 lists provided since 4/26/23 with 51 applicants referred. Not all answered call for interview and 8 of the lists yielded no selection. An offer was made to the applicant for list 9, but they declined the job offer. We continue to recruit for the position.
EDN	Hspls	00000347	Library Technician V		8/1/2020	OAH	Downtown HSL-LO-Circ	Y	Y	A	NR			Position currently occupied by a TA employee
EDN	Hspls	00000352	Library Assistant IV		12/22/2018	OAH	Downtown HSL-LO-Circ	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00000360	Library Assistant IV		9/1/2018	OAH	Downtown HSL-LO-Circ	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00000368	Library Assistant III		9/1/2016	OAH	Downtown HSL-Serials	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00008358	Librarian III		5/14/2017	OAH	Downtown HSL-LLH	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.

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EDN	Hspls	00012067	Library Assistant IV		11/1/2013	OAH	Downtown HSL-Serials	Y	Y	A	NR			This position will be featured in our next IVA recruitment. Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00012567	Library Assistant IV		4/1/2020	HAW	Hilo	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00012822	Library Technician VI		3/1/2020	OAH	Kane-Kualo Kaneohe	Y	Y	A	NR			Library has been closed due to renovations, so we paused recruitment until the renovated library opens in Fall of 2025.
EDN	Hspls	00017735	Administrative Assistant II		11/16/2021	OAH	Downtown FSO	Y	Y	A	NR			4/8/2025: Recruitment was paused when FSO left. New FSO will recruit.
EDN	Hspls	00019322	Library Assistant III		5/1/2018	OAH	Manoa-Kaha McCully	N	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00019323	Library Technician V		10/1/2019	OAH	Manoa-Kaha LBPD	Y	Y	A	O	10/11/2023		DHRD list issued 09/03/25. Have been through 11 lists, which include people who don't interview or respond. Waiting for the 13th lists.
EDN	Hspls	00023071	Library Technician V		6/1/2019	OAH	Ewa Ewa Beach	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00023915	Library Assistant III		4/27/2021	OAH	Downtown HSL-Serials	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00023920	Librarian III		6/16/2020	OAH	Downtown HSL-H&P	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00024237	Librarian III		3/1/2016	OAH	Downtown HSL-H&P	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00032248	Office Assistant IV		12/24/2019	OAH	Halaw-Kali PLB Admin	Y	Y	A	O	5/17/2022 8/13/2024 6/10/2025		DHRD list issued 07/01/25. No selection. DHRD recertification requested 08/27/25. Awaiting new list.
EDN	Hspls	00032934	Library Technician V		6/29/2019	OAH	Downtown HSL-LO-ILL	Y	Y	A	O	6/10/2025		Position currently occupied by a TA employee IVA list issued 06/30/25. Job offer made; acceptance pending.
EDN	Hspls	00035364	Librarian IV - Branch Mgr		12/31/2021	MAU	Hana	Y	Y	A	NR			We have been trying to fill this position, but the location is remote and housing is difficult. While we have been in ongoing recruitment, we are in the process of pursuing the position as a library school intern student program to support emerging librarians who already live in Hana.
EDN	Hspls	00035463	Account Clerk II		8/1/2018	OAH	Downtown FSO	Y	Y	A	NR	Ongoing		This position has been in ongoing recruitment with limited success finding a qualified candidate.
EDN	Hspls	00036311	Carpet Cleaner I			OAH	Downtown	N	N	A	NR			This is a temporary position used to do focused carpet cleaning in our branches to maintain a clean and healthy environment.
EDN	Hspls	00043662	Account Clerk II		6/17/2019	OAH	Downtown FSO	Y	Y	A	NR			In process of reorganizing positions in FSO.

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EDN	Hspls	00043664	Account Clerk III	Yes	5/1/2021	OAH	Downtown FSO	Y	Y	A	O	4/19/2023		Due to critical need, substitute or 89-day employee has been performing this job while waiting to hire a permanent employee.There have been 17 lists provided since 9/7/21 with 67 applicants referred. Not all answered called for interview, no response to requests for interviews and several selected applicants declined offer. We continue to recruit for the position.
EDN	Hspls	00043921	Librarian III		12/2/2017	MAU	Lahaina	Y	Y	A	O	5/20/2025		DHRD list issued 07/31/25. Reference checks in progress.
EDN	Hspls	00044227	Office Assistant III		12/16/2019	OAH	Downtown FMO	Y	Y	A	NR			We are forming this new office based on the experience of working on facility projects over the past two years. This position description is being worked on again.
EDN	Hspls	00045980	Janitor II - 50%		12/1/2020	OAH	Halaw-Kali Salt Lake	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00046170	Janitor II		12/1/2021	OAH	Waip-Aiea LSS	Y	Y	A	NR			Due to critical need, substitute or 89-day employee has been performing this job while waiting to hire a permanent employee.
EDN	Hspls	00046942	Library Assistant III		5/16/2019	OAH	Downtown HSL-LO-Circ	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00110636	Library Assistant III		7/31/2016	OAH	Halaw-Kali Salt Lake	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00116890	Library Assistant IV		12/31/2019	OAH	Ewa Kapolei	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00116893	Library Assistant IV		6/1/2020	OAH	Ewa Kapolei	Y	Y	A	NR			Needed position, but with restricted budget we have had to prioritize positions that help to keep core services functioning and branches open.
EDN	Hspls	00119227	Librarian VI			OAH	~~Waip-Aiea~~ OSL	Y	Y	A	NR		01/16/09	This position is in the process of reorganization to better meet the needs of the organization.
EDN	Hspls	00124020	Automated Systs Equip Tech I (Maui)			OAH	Halaw-Kali ESSS	N	Y	A	NR		07/01/21	This is a temporary position created as we transition positions in our IT section.
EDN	Hspls	00124281	Information Technology Band B			OAH	Halaw-Kali ESSS	Y	Y	A	NR		10/26/21	This is a growth opportunity for internal staff and we have to follow processes.
HHL	FiscalOfc	00026382	Account Clerk III	No	12/1/2018	OAH	Ewa	Y	Y	A	O	07/03/2025		Position funded as of 7/1/2025 and initiated OHHI recruitment; however, the program was unable to meet the timeline and was moved to normal DHRD recruitment. Eligible list received on 7/7/25 with 42 applicants, 3 interviewed, no selection.
HHL	FiscalOfc	00106409	Accountant IV	No	7/1/2018	OAH	Ewa	Y	Y	A	O	OHHI-2/2025 DHRD-7/3/2025		Initiated OHHI recruitment, but the program was unable to meet timeline requirements. New requisition; eligible list received on 7/25 submitted, Eligible list received on 7/725 with 5 applicants, 2 from DHRD interviewed, no selection. Pending new list from DHRD.
HHL	HmstdSvcsDiv	00001403	Homestead District Supvr I	No	7/1/2020	MOL	Kaunakakai	Y	Y	A	O	DHRD - 6/22/2017 OHHI-4/4/2025		Position in recruitment since 2021. Transitioned to OHHI; received 11 applicants, all applicants do not meet MQ's
HHL	HmstdSvcsDiv	00009584	Homestead District Supvr II		1/20/2018	HAW	Hilo	Y	Y	A	O	8/5/2025		Position funded as of 7/1/2025. No interest for internal recruitment. Position to be recruited in OH-HI by 9/2/25

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HHL	HmstdSvcsDiv	00038085	Mortgage Loan Specialist	Yes	12/31/2007	OAH	Ewa	Y	Y	A	O	7/18/2025		Position funded as of 7/1/2025. In active recruitment as of 7/22/25, pending eligible list
HHL	HmstdSvcsDiv	00100205	Office Assistant IV	No	3/16/2020	OAH	Ewa	Y	Y	A	O	7/22/2025		Position funded as of 7/1/2025. Received the eligible list on 7/5/25, with 42 applicants, interviewed 2, no selection. Pending new list from DHRD.
HHL	HmstdSvcsDiv	00100486	Homestead Assistant I	Yes	3/16/2019	HAW	Hilo	Y	Y	A	O	03/13/2024		Active recruitment as of 3/14/24. One eligible list received 1/15/25 containing 17 candidates; 14 failed to respond, 3 interviewed, no selection. Pending eligible list. DHRD is unable to provide when the next eligible list will be transmitted.
HHL	LandMgtDiv	00102961	Planning & Development Coor	Yes	7/1/2015	OAH	Ewa	Y	Y	A	O	01/11/2023		Conditional offer accepted, pending DHRD Compensation approval of FHR request.
HHL	LandMgtDiv	00117165	General Professional IV	Yes	8/1/2020	OAH	Ewa	Y	Y	A	O	10/28/2021		DHRD recruitment 10/28/2021. Received 7 lists with 32 candidates; 6 interviewed, 5 declined interview, 20 failed to respond, 1 declined job offer. The last received on 2/4/25 contained 5 candidates, 3 not interested, 1 failed to respond, 1 canceled interview. DHRD is screening a new list and asked to reduce the number of applications from 25 to 10.
HHL	LandMgtDiv	00123197	Natural Rescs Mgmt Spclt V	No		OAH	Ewa	Y	Y	A	O	06/20/2025	12/13/2019	Redescribed position on 5/5/2025. Active recruitment, pending the eligible list from DHRD.
HMS	AudQCResOf+B2:D	00026380	Eligibility Wkr IV		12/31/2019	OAH	Downtown	Y	Y	A & N	O	8/12/2021	N/A	Latest external list referred 7/21/25, pending results were due to HR 8/19/25.
HMS	BESS Dv	00022289	Office Assistant III		9/16/2021	OAH	Downtown	Y	Y	A & N	O	9/22/2021	N/A	Wikiwiki hire list certified on 8/21 w/ 71 eligibles. Results pending.
HMS	BESS Dv	00025015	Office Assistant III		1/6/2020	OAH	Downtown	Y	Y	A & N	O	1/13/2023	N/A	Wikiwiki hire list certified on 8/21 w/ 71 eligibles. Results pending.
HMS	BESS Dv	00025293	Office Assistant III		5/1/2020	OAH	Downtown	Y	Y	A & N	O	9/1/2022	N/A	Wikiwiki hire list certified on 8/21 w/ 71 eligibles. Results pending.
HMS	BESS Dv	00031066	Office Assistant IV		6/1/2021	OAH	Waip-Aiea	Y	Y	A & N	I	7/22/2025	N/A	Internal recruitment job posting closed 8/14/2025; 1 eligible referred, due back 9/11/25.
HMS	BESS Dv	00031716	Office Assistant III		12/1/2021	OAH	Downtown	Y	Y	A & N	O	12/31/2021	N/A	Wikiwiki hire list certified on 8/21 w/ 71 eligibles. Results pending.
HMS	BESS Dv	00032803	Investigator IV		11/1/2019	KAU	Lihue	Y	Y	A & N	O	8/24/2021	N/A	External list referred; applicant interviewed, not recommended, request for new list pending.
HMS	BESS Dv	00036853	Social Service Assistant IV		3/1/2018	MAU	Wailuku/Ka	Y	Y	A & N	O	11/12/2021	N/A	External list referred 11/13/24, 3 eligibles, no response. Subsequent list referred 7/8/25, 2 eligibles, 1 did not respond, 1 intervewed, not recommended. Request new list 8/5/25.
HMS	BESS Dv	00042672	Office Assistant III		3/2/2020	HAW	Hilo	Y	Y	A & N	NR	N/A	N/A	
HMS	BESS Dv	00043803	Self-Suff/Supp Svcs Spclt III		3/2/2020	OAH	Waip-Aiea	Y	Y	A & N	NR	N/A	N/A	
HMS	BESS Dv	00045535	Self-Suff/Supp Svcs Spclt III		9/1/2019	OAH	Wah/Ku/Mil	Y	Y	A & N	NR	N/A	N/A	
HMS	BESS Dv	00122024	Program Specialist IV		12/16/2021	OAH	Downtown	Y	Y	A	O	1/26/2022	N/A	External recruitment canceled; recruited internally; 2 eligibles referred:1 not recommended, 1 recommended, declined job offer; external list of 12 referred 7/2925; no selections made. Requested new list on 8/18/25.

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HMS	DivVocRehab	00012609	Vocational Rehab Spclt III		12/1/2019	KAU	Lihue	Y	Y	A & N	O	5/20/2021	N/A	External lists were referred on 11/25/24 - 1 VRS II applicant, not recommended; list referred on 3/19/25 with 4 VRS I eligibles - 2 did not interview, 1 recommended, 1 not recommended. The selectee declined job offer. The most recent list referred on 7/25/25 with 1 eligible, not recommended for hire.
HMS	DivVocRehab	00012611	Social Service Assistant IV		10/1/2021	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	
HMS	DivVocRehab	00012658	Vocational Rehab Spclt V		12/31/2018	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	
HMS	DivVocRehab	00022668	Administrative Assistant III		12/31/2021	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Program updated PD and is submittting request to fill.
HMS	DivVocRehab	00051851	Vocational Rehab Spclt III		3/16/2020	HAW	Kona	Y	Y	A & N	O	5/24/22	N/A	External lists VRS I, II were referred on 10/15/24, 1/15/25, 3/17/25, 4/22/25, 7/8/25 with no selections. Current list was referred on 8/5/25, due back to HR on 8/27/25.
HMS	DivVocRehab	00118351	Social Service Assistant IV		4/16/2021	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	
HMS	DivVocRehab	00120697	Office Assistant III		3/3/2018	KAU	Lihue	Y	Y	A & N	NR	N/A	N/A	
HMS	DivVocRehab	00120762	Vocational Rehab Spclt V			OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	
HMS	DivVocRehab	00120795	Vocational Rehab Spclt IV		1/16/2019	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	
HMS	HI PubHsAu	00002799	Accountant III		12/31/2014	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00006133	Stores Clerk II		7/1/2021	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00006564	Building Maintenance Helper		4/13/2020	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00006787	Heavy Truck Driver		1/18/2014	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00007932	Purchasing Technician I		5/1/2017	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00008841	Truck Driver		12/31/2014	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00008848	Building Maintenance Helper		4/13/2020	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00010346	Building Maintenance Helper		8/1/2021	OAH	Halaw-Kali	Y	Y	A	NR	N/A	N/A	
HMS	HI PubHsAu	00010887	Engineer V		5/10/2021	OAH	Halaw-Kali	Y	Y	W	O	7/21/2021	N/A	In OH-HI recruitment pending qualified applicants for referral.
HMS	HI PubHsAu	00031791	Office Assistant III		5/24/2021	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00041252	Accountant IV		9/22/2017	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00041265	Office Assistant III		7/26/2021	OAH	Halaw-Kali	Y	Y	N	O	3/21/2025	N/A	Wikiwiki hire list certified on 8/21 w/ 71 eligibles. Results pending.
HMS	HI PubHsAu	00046195	Social Service Assistant IV		7/1/2021	OAH	Halaw-Kali	Y	Y	N	O	5/9/2024	N/A	External lists referred: 11/8/24 - 5 eligibles: 2 passed interviews, but withdrew, 2 did not pass; 1 did not respond; 1/7/25 - 1 eliglble: did not respond; 5/29/25 - 3 eligibles: 1 did not pass interview; 2 not interested. 6/26/25 - 4 eligibles: 4 did not respond. New list requested 7/21/25.
HMS	HI PubHsAu	00051784	Office Assistant III		10/23/2020	OAH	Halaw-Kali	Y	Y	W	NR	N/A	N/A	
HMS	HI PubHsAu	00102676	Engineer IV		5/16/2018	OAH	Halaw-Kali	Y	Y	W	O	9/30/2021	N/A	In OH-HI recruitment pending qualified applicants to refer.
HMS	HI PubHsAu	00119285	Public Housing Supervisor III	Yes	3/15/2016	KAU	Kapaa	Y	N	N	O	5/18/2016	N/A	Last external list was referred on 12/31/24, with 4 eligibles: 3 did not respond, 1 was recommended but declined our job offer. DHS requested a new list on 2/6/2025.
HMS	HI PubHsAu	00120623	Electrician I		10/12021	OAH	Halaw-Kali	Y	Y	N	NR	N/A	N/A	
HMS	HI PubHsAu	00123169	Building Maintenance Helper		(NEW)	OAH	Halaw-Kali	Y	Y	N	NR	N/A	12/2/2019	
HMS	HI PubHsAu	00123170	Building Maintenance Helper		(NEW)	OAH	Halaw-Kali	Y	Y	N	NR	N/A	12/2/82019	
HMS	HI PubHsAu	00123174	Plumber I		(NEW)	OAH	Halaw-Kali	Y	Y	N	NR	N/A	11/26/2019	
HMS	Med-QuestDiv	00026330	Registered Nurse V		7/1/2013	OAH	Ewa	Y	Y	A & N	NR	N/A	N/A	This position is undergoing a redescription to an Investigator V for the Finance Office, overseeing two Investigator IV positions responsible for Medicaid fraud cases statewide.
HMS	Med-QuestDiv	00026710	Social Service Assistant IV		6/2/2008	OAH	Halaw-Kali	Y	Y	A & N	NR	N/A	N/A	
HMS	Med-QuestDiv	00043367	Office Assistant III		3/8/2021	OAH		Y	Y	A & N	NR	N/A	N/A	external recruitment canceled 2/20/25 due to re-org plans, re-classify to eligibility worker

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HMS	Med-QuestDiv	00043368	Office Assistant III		5/1/2021	OAH	Ewa	Y	Y	A & N	NR	N/A	N/A	external recruitment canceled 2/20/25 due to re-org plans, re-classify to eligibility worker
HMS	Med-QuestDiv	00047489	Eligibility Wkr III		12/1/2021	OAH		Y	Y	A & N	O	4/12/2023	N/A	in active Wikiwiki hire recruitment, pending results from MQD.
HMS	Med-QuestDiv	00047509	Office Assistant III		12/4/2021	OAH		Y	Y	A & N	NR	N/A	N/A	external recruitment canceled 2/20/25 due to re-org plans, re-classify to eligibility worker
HMS	Med-QuestDiv	00048664	Eligibility Wkr I		4/1/2020	OAH		Y	Y	A & N	O	11/24/2023	N/A	In active Wikiwiki hire recruitment, pending results from MQD.
HMS	Med-QuestDiv	00048674	Eligibility Program Spclt V		3/12/2018	OAH	Ewa	Y	Y	A & N	NR	N/A	N/A	MQD's plan to reorg and reclassify ongoing.
HMS	Med-QuestDiv	00048722	Office Assistant III		12/11/2019	OAH		Y	Y	A & N	NR	N/A	N/A	external recruitment canceled 2/20/25 due to re-org plans, re-classify to eligibility worker
HMS	Med-QuestDiv	00051845	Eligibility Program Spclt IV		8/1/2014	OAH	Ewa	Y	Y	A & N	NR	N/A	N/A	Program confirmed need to update position description.
HMS	Med-QuestDiv	00051847	Eligibility Program Spclt III		5/12/2018	OAH	Ewa	Y	Y	A & N	NR	N/A	N/A	MQD's plan to reorg and reclassify ongoing.
HMS	Med-QuestDiv	00101589	Program Specialist VI		11/17/2014	OAH	Ewa	Y	Y	A & N	NR	N/A	N/A	MQD's plan to reorg and reclassify ongoing.
HMS	Med-QuestDiv	00103031	General Professional VI		3/28/2019	OAH	Ewa	Y	Y	A & N	O	10/16/2024	N/A	Position converted from temp to perm on 9/19/2024. Recruitment for perm position initiated on 10/16/24; no internal applicants; open recruitment resulted in 2 lists, with 2 interviewd, no selections; requested to open OH-HI recruitment on 8/21/2025.
HMS	Med-QuestDiv	00108927	General Professional V		3/1/2020	OAH	Ewa	Y	Y	A & N	O	10/16/2024	N/A	Position converted from temp to perm on 9/19/2024; perm recruitment initiated 10/16/2024. Unsuccessful certified lists with no selections; OH-HI, recruitment opened 8/18/25 with 22 applications referred to DHS for OHHI screening, as of 8/29/25.
HMS	Med-QuestDiv	00120803	Eligibility Wkr III		5/18/2021	OAH		Y	Y	A & N	O	11/24/2023	N/A	In active Wikiwiki hire recruitment, pending results from MQD.
HMS	Med-QuestDiv	00121294	General Professional IV	Yes	6/1/2019	OAH	Ewa	Y	Y	A & N	O	5/25/2022	N/A	External list referred, 5 eligibles: 2 interviewed, due back 9/5/25.
HMS	Med-QuestDiv	00121445	General Professional IV		2/23/2021	OAH	Ewa	Y	Y	A & N	O	8/16/2021	N/A	Over the last two years, external lists were referred on 3/2023 - 2 eligibles: no response; 11/2023: 3 eligibles, no response; 11/2024 - 6 eligibles: no response/declined interview. 3/17/25 - 4 eligibles, 1 recommendation, withdrew; 3 did not respond. As of 4/22/25 there were no eligibles to refer.
HMS	Med-QuestDiv	00122448	Contracts Spclt (Med-QUEST)		(NEW)	OAH	Ewa	Y	Y	A & N	O	5/25/2022	3/14/2019	External list resulted in a recommendation for hire in late February 2025; however, selectee declined due to salary; recruitment then transferred to OHHI in mid-March 2025. Six eligible candidates referred between March to August: 1 recommended, declined offer; 2 interviewed, not recommeded; 2 declined interview; 1 scheduled, but no call/no show.
HMS	OfcEntprTech	00017861	Information Technology Band B		3/1/2020	OAH	Downtown	Y	Y	A & N	I	8/8/2025	N/A	PD updated 7/25/25; internal recruitment opened 8/8/2025; pending screening.
HMS	OfcEntprTech	00023672	Administrative Offcr V		11/1/2018	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00025461	Office Assistant IV		3/1/2019	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00026826	Information Technology Band B		12/31/2021	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00026957	Information Technology Band B		3/1/2018	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00028228	Information Technology Band B		6/5/2021	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00028230	Information Technology Band B		5/1/2020	OAH	Downtown	Y	Y	A & N	I	8/8/2025	N/A	PD updated 7/25/25; internal recruitment opened 8/8/2025; pending screening.
HMS	OfcEntprTech	00035932	Computer Operator II		12/31/2020	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00036278	Information Technology Band B		8/1/2021	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00037432	Information Technology Band B		12/8/2018	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00046592	Computer Operator II		10/1/2020	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
HMS	OfcEntprTech	00051806	Information Technology Band B		12/31/2019	OAH	Downtown		Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00051808	Information Technology Band B		12/1/2020	OAH	Downtown	Y	Y	A & N	I	8/8/2025	N/A	PD updated 7/25/25; internal recruitment opened 8/8/2025; pending screening.
HMS	OfcEntprTech	00051809	Information Technology Band A		12/1/2019	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	Pending PD update
HMS	OfcEntprTech	00051830	Information Technology Band B		6/1/2019	OAH	Downtown	Y	Y	N	I	8/8/2025	N/A	PD updated 7/25/25; internal recruitment opened 8/8/2025; pending screening.
HMS	SocSvcsDiv	00001678	Social Worker IV		11/4/2019	OAH	Halaw-Kali	Y	Y	A & N	O	11/7/2019	N/A	Currently In wikiwiki (external) recruitment, DHS utilized OH-HI recruitment from February to July 2025 resulting in 10 of 19 applicants meeting MQRs, five total recommendations for hire, of that 4 were hired and DHS rescinded conditional job offer for 1 selectee due to work authorization issue. This position was not filled by the selectees who accepted our job offers.
HMS	SocSvcsDiv	00029215	Human Svcs Prof III		10/26/2020	OAH	Halaw-Kali	Y	Y	A & N	O	4/11/2022	N/A	Currently In wikiwiki (external) recruitment, DHS utilized OH-HI recruitment from February to July 2025 resulting in 10 of 19 applicants meeting MQRs, five total recommendations for hire, of that 4 were hired and DHS rescinded conditional job offer for 1 selectee due to work authorization issue. This position was not filled by the selectees who accepted our job offers.
HMS	SocSvcsDiv	00034655	Social Worker IV		11/1/2021	OAH	Downtown	Y	Y	A & N	O	2/11/2022	N/A	External lists were referred on 11/6/24 - 1 eligible: did not respond; 12/4/24 - 2 elgibiles: no response; 7/1/2025 - 6 eligibles - 1 declined interview; 5 did not respond. Requested new list on 7/5/25.
HMS	SocSvcsDiv	00036189	Human Svcs Prof III		1/20/2021	HAW	Kona	Y	Y	A & N	O	5/13/2021	N/A	This position is currently in wikiwiki (external) recruitment and utilized OHHI expedited recruitment from February to July 2025. Both types of recruitments were soemwhat successful in generating interest in qualified applicants. A shortage differential was approved in May 2024 which may help to mitigate difficulty in filling CWSB's West HI vacancies. **Program is interviewing candidates, results due on 9/11/2025.**
HMS	SocSvcsDiv	00042333	Social Worker III		4/5/2021	OAH	Halaw-Kali	Y	Y	A & N	NR	N/A	N/A	
HMS	SocSvcsDiv	00042338	Social Service Assistant IV		1/9/2018	MAU	Wailuku/Ka	Y	Y	A & N	NR	N/A	N/A	
HMS	SocSvcsDiv	00042366	Human Svcs Prof II		10/26/2021	MAU	Wailuku/Ka	Y	Y	A & N	O	10/25/2021	N/A	This position is currently in wikiwiki (external) recruitment and utilized OHHI expedited recruitment from February to July 2025. Both types of recruitments were successful in generating interested qualified applicants. A shortage differential was approved in May 2024 which may help to mitigate difficulty in filling CWSB's Maui Section vacancies.
HMS	SocSvcsDiv	00042919	Human Svcs Prof III		3/23/2020	HAW	Kona	Y	Y	A & N	O	3/31/2020	N/A	This position is currently in wikiwiki (external) recruitment and utilized OHHI expedited recruitment from February to July 2025. Both types of recruitments were successful in generating interested qualified applicants. A shortage differential was approved in May 2024 which may help to mitigate difficulty in filling CWSB's W. HI Section vacancies.
HMS	SocSvcsDiv	00046378	Social Worker IV		4/1/2015	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	
HMS	SocSvcsDiv	00047434	Social Worker IV		12/31/2019	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
HMS	SocSvcsDiv	00100506	Social Service Assistant IV		11/1/2019	MAU	Wailuku/Ka	Y	Y	A	O	11/23/2021	N/A	External list referred; program is scheduling interviews; results due back on 9/26/2025. If unsuccessful in filling, HR to discuss considering recruitment at a lower level or considering other recruitment tools.
HMS	SocSvcsDiv	00116641	Eligibility Wkr IV		10/1/2021	OAH	Halaw-Kali	Y	Y	A & N	NR	N/A	N/A	
HMS	SocSvcsDiv	00118531	Social Service Aid III		11/1/2021	KAU	Lihue	Y	Y	A & N	O	10/12/2023	N/A	Currently In wikiwiki (external) recruitment, pending referrals of eligible candidates.
HMS	SocSvcsDiv	00118542	Social Service Aid III		11/16/2021	MAU	Wailuku/Ka	Y	Y	N	O	5/11/2022	N/A	Currently In wikiwiki (external) recruitment, pending referrals of eligible candidates.
HMS	SocSvcsDiv	00118586	Human Svcs Prof III		12/1/2016	HAW	Kona	Y	Y	N	NR	N/A	N/A	
HMS	SocSvcsDiv	00118587	Social Service Aid III		2/13/2021	HAW	Kona	Y	Y	N	O	5/13/2021	N/A	Currently In wikiwiki (external) recruitment, pending referrals of eligible candidates.
HMS	SocSvcsDiv	00118588	Social Service Aid III		11/1/2021	HAW	Kona	Y	Y	N	O	7/7/2022	N/A	Currently In wikiwiki (external) recruitment, pending referrals of eligible candidates.
HMS	SocSvcsDiv	00118589	Social Worker IV		6/10/2013	OAH	Downtown	Y	Y	A & N	NR	N/A	N/A	
HTH	BhavrlHlthAd	00002147	LPN - Mental Health (FP)	No	5/17/2021	OAH	Kane-Kualo	Y	Y	A	O	2/7/2022		Actively recruiting. List issued 6/23/2025, void date 8/22/2025.
HTH	BhavrlHlthAd	00002412	Dentist	No	12/31/2021	OAH	Halaw-Kali	Y	Y	A	O	7/11/22		Actively recruiting. List issued 7/3/2025, void date 9/1/2025.
HTH	BhavrlHlthAd	00007211	LPN - Mental Health (FP)	Yes		OAH	Kane-Kualo	Y	Y	A	O	2/10/2021	2/12/2020	Actively recruiting. List issued 6/23/2025, void date 8/22/2025.
HTH	BhavrlHlthAd	00010022	Office Assistant III	No		OAH	Downtown	N	N	A	NR		2/16/1987	Not actively recruiting. (Floater Position)
HTH	BhavrlHlthAd	00010965	LPN - Mental Health (FP)	No	1/1/2021	OAH	Kane-Kualo	Y	Y	A	O	7/11/2022		Actively recruiting. List issued 6/23/2025, void date 8/22/2025.
HTH	BhavrlHlthAd	00012108	Human Svcs Prof IV	Yes	12/31/2021	KAU	Kapaa	Y	Y	A	O	2/10/2022		Actively recruiting. Last list issued 3/10/2024, void 5/9/2025; no selection made. Requested new list 4/16/2025. Position currently filled w/89-day hire, EFF: 7/2/2025
HTH	BhavrlHlthAd	00013990	Office Assistant III	No		OAH	Halaw-Kali	N	N	A	NR		10/2/1978	Not actively recruiting. (Floater Position)
HTH	BhavrlHlthAd	00015779	Office Assistant III	No	9/22/2021	OAH	Kane-Kualo	Y	Y	A	O	2/24/2022		Actively recruiting through WikiWiki.
HTH	BhavrlHlthAd	00025870	LPN - Mental Health (FP)	No	7/24/2021	OAH	Kane-Kualo	N	N	A	O	10/3/2022		Actively recruiting. List issued 6/23/2025, void date 8/22/2025.
HTH	BhavrlHlthAd	00028769	Medical Record Technician V	No	4/26/2021	OAH	Kane-Kualo	Y	Y	A	O	4/13/2022		Actively recruiting. List issued 5/8/2025, void date 7/7/2025.
HTH	BhavrlHlthAd	00034071	Clinical Psychologist	No	3/1/2021	OAH	Halaw-Kali	Y	Y	A	O	7/16/2021		Actively recruiting via OHHI. List issued 7/7/2025.
HTH	BhavrlHlthAd	00035629	Research Statistician IV	No	8/17/2021	OAH	Downtown	Y	Y	A	O	5/1/2023		Actively recruiting. List issued 8/5/25, void 10/4/25. Flex Hire was approved 7/28/25.
HTH	BhavrlHlthAd	00041490	Human Svcs Prof IV	Yes	7/1/2018	OAH	Manoa-Kaha	Y	Y	A	O	2/4/2025		Actively recruiting. List issued 4/30/2025, void 6/29/2025; no selection made. Requested new list 7/2/2025. Position currently filled w/89-day hire, EFF: 8/18/2025
HTH	BhavrlHlthAd	00048108	Social Worker IV	No	8/14/2020	KAU	Lihue	Y	Y	A	NR	7/8/2021		Recruitment canceled 1/29/2024.
HTH	BhavrlHlthAd	00049047	LPN - Mental Health (FP)	No	5/1/2021	OAH	Kane-Kualo	Y	Y	A	O	1/19/2022		Actively recruiting. List issued 6/23/2025, void date 8/22/2025.
HTH	BhavrlHlthAd	00110066	Human Svcs Prof IV	No	7/31/2019	OAH	Manoa-Kaha	N	N	A	NR	10/7/2022		Posting canceled due to reorg 5/19/2023.
HTH	BhavrlHlthAd	00112059	Office Assistant III	Yes	9/22/2021	OAH	Downtown	Y	Y	A	O	3/10/2025		Actively recruiting through WikiWiki. Position currently filled w/89-day hire, EFF: 8/27/2025
HTH	BhavrlHlthAd	00117139	PMA - Mental Health (E)	No	3/18/2021	OAH	Kane-Kualo	Y	Y	A	O	10/18/2019		Actively recruiting. Group hire list issued 8/6/24 to program.
HTH	BhavrlHlthAd	00120478	LPN - Mental Health (FP)	No	3/15/2016	OAH	Kane-Kualo	Y	Y	A	NR	4/11/2016		Recruitment canceled to do variance. No date provided in HRMS comments.
HTH	BhavrlHlthAd	00121024	Administrative Spclt IV	No	7/1/2021	OAH	Waip-Aiea	Y	Y	A	I	7/26/2021		Actively recruiting. Waiting for IVA to run. Previous recruitment was canceled 8/20/25 due to change in panel.

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HTH	BhavrlHlthAd	00121066	PMA - Mental Health (E)	No	1/1/2021	OAH	Kane-Kualo	Y	Y	A	O	7/14/2023		Actively recruiting. Group hire list issued 8/6/24 to program.
HTH	BhavrlHlthAd	00121345	Human Svcs Prof IV	No	12/31/2020	HAW	Kona	Y	Y	A	O	7/11/2022		Actively recruiting. List issued 12/20/2025, void date 8/18/25.
HTH	BhavrlHlthAd	00121464	Human Svcs Prof IV	No	3/31/2021	OAH	WaianaeCoa	Y	Y	A	O	2/10/22		Actively recruiting. List issued 7/11/25 void date 9/9/25.
HTH	BhavrlHlthAd	00121480	Human Svcs Prof IV	No	8/13/2021	HAW	Kona	Y	Y	A	O	2/10/22		Actively recruiting. List issued 7/11/25 void date 9/9/25.
HTH	BhavrlHlthAd	00121690	Substance Abuse Specialist IV	No	11/24/2021	OAH	Waip-Aiea	Y	Y	A	O	6/7/21		Actively recruiting. List issued 8/6/25 void date 10/6/25.
HTH	BhavrlHlthAd	00121704	Mental Health Specialist	No		HAW	Kona	N	N	A	NR	6/19/18	11/22/2016	Not recruiting. Position lost funding
HTH	BhavrlHlthAd	00122752	Program Specialist IV	No		OAH	Ewa	Y	Y	P	O	8/26/22	9/10/2018	Actively recruiting. List issued 5/9/25, void 7/8/25. List still outstanding.
HTH	BhavrlHlthAd	00123067	Advanced Practice RN II	No		OAH	Kane-Kualo	Y	Y	A	O	8/9/22	11/1/2019	Actively recruiting. List issued 3/27/25, void 5/26/25. List still outstanding.
HTH	BhavrlHlthAd	00123070	Advanced Practice RN II	No		OAH	Kane-Kualo	Y	Y	A	O	8/9/22	11/1/2019	Actively recruiting. List issued 3/27/25, void 5/26/25. List still outstanding.
HTH	BhavrlHlthAd	00123079	Physician	No		OAH	Kane-Kualo	Y	Y	A	O	1/21/21	1/7/2020	Actively recruiting. Requested a list from DHRD 8/1/25.
HTH	BhavrlHlthAd	00123086	Human Svcs Prof IV	No		OAH	Kane-Kualo	Y	Y	A	O	7/23/21	6/24/2021	Actively recruiting. Requested a list from DHRD 1/28/25.
HTH	BhavrlHlthAd	00123088	Social Service Assistant IV	No		OAH	Kane-Kualo	Y	Y	N	O	6/1/21	3/19/2021	Actively recruiting. List issued 8/4/25; void 10/3/25.
HTH	BhavrlHlthAd	00123089	Clinical Psychologist	No		OAH	Kane-Kualo	N	N	A	O	7/23/21	1/30/2020	Actively recruiting. List issued 5/15/25; void 7/14/25.
HTH	BhavrlHlthAd	00123126	Physician	No		OAH	Kane-Kualo	N	N	A	O	4/26/23	1/7/2020	Actively recruiting. Requested a list from DHRD 8/1/25.
HTH	BhavrlHlthAd	00123140	Substance Abuse Specialist IV	No		OAH	Kane-Kualo	Y	Y	A	NR	10/7/22	10/30/2019	Recruitment cancelled. Need to extend position.
HTH	BhavrlHlthAd	00123536	Human Svcs Prof IV	No		OAH	Kane-Kualo	Y	Y	A	O	7/14/23	3/1/2021	Actively recruiting. Selection made pending conditional offer/flex hire. Applicant declined job.
HTH	BhavrlHlthAd	00123538	Recreational Therapist III	No		OAH	Kane-Kualo	Y	Y	A	O	7/14/23	2/9/2021	Actively recruiting. Selection made pending conditional offer/flex hire. Applicant declined job.
HTH	BhavrlHlthAd	00123559	Telephone Optr II	No		OAH	Kane-Kualo	Y	Y	A	O	1/22/21	1/14/2021	Actively recruiting. List issued 4/2/25, void 6/1/25. List still outstanding.
HTH	BhavrlHlthAd	00123615	Janitor II	No		OAH	Kane-Kualo	Y	Y	A	NR	1/21/21	12/24/2020	Recruitment cancelled. Position being varianced.
HTH	BhavrlHlthAd	00123620	Janitor II	No		OAH	Kane-Kualo	Y	Y	A	O	11/21/24	12/24/2020	Actively recruiting. Requested a list from DHRD 3/17/25.
HTH	DepDirOfHlth	00003883	Office Assistant III	No	3/14/2020	OAH	Downtown	N	N	A	NR			Not actively recruiting (floater position)
HTH	DepDirOfHlth	00006744	Research Statistician IV	Yes	2/26/2020	OAH	Downtown	N	N	A	I	09/02/2025		Actively recruiting internally. Position currently filled with 89 day hire eff 9/4/25
HTH	DepDirOfHlth	00013991	Office Assistant III	No	1/3/2020	OAH	Downtown	N	N	A	NR			Not actively recruiting (floater position)
HTH	DepDirOfHlth	00014827	Vector Control Inspector I	No	3/4/2020	HAW	Kona	N	N	A	I	09/02/2025		Actively recruiting internally
HTH	DepDirOfHlth	00021183	Office Assistant III	No	8/22/2019	HAW	Kona	N	N	A	NR			Not recruiting; position not funded
HTH	DepDirOfHlth	00022670	Program Budget Analyst VI	Yes	10/14/2021	OAH	Downtown	Y	Y	A	O	10/25/2021		Actively recruiting external list issued 5/21/25 with void date 7/20/25. List still oustanding. Position currently filled with 89 day hire eff 9/23/25
HTH	DepDirOfHlth	00034684	District Health Officer I	No		KAU	Lihue	N	N	A	NR		05/30/2017	Not actively recruiting
HTH	DepDirOfHlth	00035417	District Health Officer II	No		MAU	Wailuku/Ka	Y	N	A	NR		05/30/2017	Not actively recruiting
HTH	DepDirOfHlth	00035954	Drafting Technician VI	No	8/9/2019	OAH	Downtown	N	N	A	NR			Not actively recruiting
HTH	DepDirOfHlth	00043930	Office Assistant III	No	7/1/1997	KAU	Lihue	Y	N	A	NR			Not actively recruiting
HTH	DepDirOfHlth	00050176	Planner IV	No	6/1/2006	OAH	Downtown	Y	Y	N	NR			Not actively recruiting
HTH	DepDirOfHlth	00110356	Information Technology Band	Yes	3/1/2018	OAH	Waip-Aiea	Y	Y	N	O	06/16/2023		Actively recruiting external list issued with void date 10/12/25. List still oustanding. Position currently filled with 89 day hire eff 8/21/25

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HTH	DepDirOfHlth	00117316	Office Assistant III	No	8/19/2008	OAH	Downtown	Y	N	N	NR			Not actively recruiting
HTH	DepDirOfHlth	00117763	District Health Officer II	No		HAW	Hilo	N	N	A	NR		12/12/2005	No actively recruiting
HTH	DepDirOfHlth	00118413	Planner IV	Yes	12/29/2018	OAH	Downtown	Y	Y	B	O	7/11/2022		Actively recruiting external list issued w/ void date 9/26/25. List still outstadning. Position currently filled with 89 day hire eff 6/3/25
HTH	DepDirOfHlth	00120213	Accountant IV	No	5/14/2019	OAH	Downtown	Y	Y	W & W	NR			Not actively recruiting
HTH	DepDirOfHlth	00121537	Program Specialist IV	No	3/25/2016	OAH	Downtown	Y	N	P	NR	4/12/16	4/15/2015	Not actively recruiting
HTH	DepDirOfHlth	00122139	Entomologist IV	Yes	3/16/2018	KAU	Lihue	N	N	A	NR	07/26/2022		Cancelled recruitment due to budget cuts; position currently filled with 89 day hire eff 7/15/25
HTH	DepDirOfHlth	00122142	Vector Control Worker II	No	5/29/2021	KAU	Lihue	Y	Y	A	NR	9/27/16		Not actively recruiting
HTH	DepDirOfHlth	00122625	Planner IV	No	10/1/2021	KAU	Lihue	Y	Y	N	O	10/08/2021		Actively recruiting requested a list from DHRD 8/12/25
HTH	DepDirOfHlth	00122657	Vector Control Worker II	No	9/1/2021	KAU	Lihue	Y	Y	A	NR	6/14/18		Not actively recruiting
HTH	DirectorsOfc	00024455	Account Clerk III	No	4/1/2014	OAH	Downtown	Y	Y	A	NR	10/18/2016		Not actively recuriting
HTH	DirectorsOfc	00110432	Program Specialist III	No	6/1/2020	OAH	Downtown	Y	Y	A & N	O	11/08/2024		Actively recuriting external list issued 8/19/25 with void date 10/19/25. List still outstanding
HTH	DirectorsOfc	00122569	Administrative Spclt III	No		OAH	Downtown	Y	Y	A	NR		8/13/2018	Not actively recruiting
HTH	EnvrnHlthAdm	00003722	Office Assistant III	No	11/20/2019	OAH	Waip-Aiea	N	N	A	NR	10/11/2011		Not actively recruiting. Position not funded
HTH	EnvrnHlthAdm	00005409	Vector Control Inspector V	No	9/1/2020	OAH	Halaw-Kali	Y	Y	A	NR	10/14/2016		Not actively recruiting
HTH	EnvrnHlthAdm	00011312	Food Safety Specialist V	No	8/1/2019	OAH	Halaw-Kali	N	N	A	O	2/29/2024		Actively recruiting requested a list from DHRD 8/12/25
HTH	EnvrnHlthAdm	00024204	Administrative Assistant II	No	5/3/2018	OAH	Waip-Aiea	Y	Y	A & N	NR	9/17/14		Not actively recruiting
HTH	EnvrnHlthAdm	00031771	Laboratory Assistant III	No	8/25/20	OAH	Waip-Aiea	N	N	A	NR			Not actively recruiting
HTH	EnvrnHlthAdm	00035908	Air Qual Electronics Tech II	Yes	12/31/20	OAH	Waip-Aiea	Y	Y	A	O	12/1/2021		Actively recruiting. External list issued w/ void date 10/18/25. Position currently filled w/ 89 day hire eff. 08/18/25.,
HTH	EnvrnHlthAdm	00039987	Engineer VI	No	2/1/12	OAH	Waip-Aiea	Y	Y	B & B	NR			Not actively recruiting
HTH	EnvrnHlthAdm	00040584	Food Safety Specialist III	No	7/18/19	OAH	Halaw-Kali	Y	Y	A	NR			Not actively recruiting
HTH	EnvrnHlthAdm	00042247	Food Safety Specialist III	Yes	11/1/20	OAH	Halaw-Kali	Y	Y	A	O	2/1/2023		Not actively recruiting. Position currently filled w/ 89 day hire eff. 06/24/25.
HTH	EnvrnHlthAdm	00042249	Food Safety Specialist III	No	8/24/19	OAH	Halaw-Kali	Y	Y	A	NR			Not actively recruiting
HTH	EnvrnHlthAdm	00042265	Engineering Program Mgr	No		OAH	Waip-Aiea	Y	Y	A	O	3/15/2021	3/12/2021	Actively recruiting. Request DHRD for external list 09/16/24.
HTH	EnvrnHlthAdm	00043595	FOOD SAFETY SPECIALIST	No	12/31/18	OAH	Halaw-Kali	N	N	A	O	3/12/2024		Actively recruiting. Request DHRD for external list 08/12/25.
HTH	EnvrnHlthAdm	00044783	Food Safety Specialist IV	No	8/18/06	OAH	Halaw-Kali	Y	Y	A	NR			Not actively recruiting
HTH	EnvrnHlthAdm	00048058	Environmental Health Spclt IV	Yes	10/01/201	OAH	Waip-Aiea	Y	Y	A	O	9/27/2022		Actively recruiting. External list issued w/ void date 10/03/25. Position currently filled w/ 89 day hire eff. 08/19/25.
HTH	EnvrnHlthAdm	00048059	Environmental Health Spclt II	Yes	4/28/16	OAH	Waip-Aiea	Y	Y	A	I	7/21/2025		Actively recruiting. Internal vacancy closing date 08/04/25. Position currently filled w/ 89 day hire eff. 06/24/25.
HTH	EnvrnHlthAdm	00049560	Engineer I	No	11/1/18	OAH	Waip-Aiea	Y	Y	W	NR			Not actively recruiting
HTH	EnvrnHlthAdm	00052061	Environmental Health Spclt II	No	6/13/15	OAH	Waip-Aiea	Y	Y	B	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	00052319	Environmental Health Spclt II	Yes	6/30/2019	OAH	Waip-Aiea	Y	Y	P	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	00054732	Environmental Health Spclt II	Yes	8/20/2013	OAH	Waip-Aiea	Y	Y	N	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	00117141	Engineer IV	No	10/7/21	OAH	Waip-Aiea	Y	Y	B	O	12/15/2021		Actively recruiting. External wikiwiki recruitment.
HTH	EnvrnHlthAdm	00118596	Environmental Health Spclt IV	Yes	5/24/16	OAH	Waip-Aiea	Y	Y	P & P	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	00121716	Environmental Health Spclt IV	Yes	6/27/2020	OAH	Waip-Aiea	Y	Y	B & B	O	10/28/2020		Actively recruiting. External selection pending conditional offer. Position currently filled w/ 89-day hire eff. 08/06/25.
HTH	EnvrnHlthAdm	00122988	Office Assistant III	No		OAH	Halaw-Kali	Y	Y	A	NR		8/12/2019	Not actively recruiting.
HTH	HlthResAdm	00015199	Office Assistant III	No		OAH	Halaw-Kali	Y	Y	A	NR		8/16/1974	Not actively recruiting.
HTH	HlthResAdm	00017309	Administrative Spclt III	Yes	3/1/07	OAH	Manoa-Kaha	Y	Y	N	O	3/10/2025		Actively recruiting. External list issued w/ void date 09/18/25. Position currently filled w/ 89-day hire eff. 07/02/25.
HTH	HlthResAdm	00027458	Occupational Therapist IV	No	12/31/18	OAH	Ewa	N	N	A	NR			Not actively recruiting.

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
HTH	HlthResAdm	00032954	Office Assistant III	No		OAH	Halaw-Kali	N	N	A	NR		6/27/1981	Not actively recruiting.
HTH	HlthResAdm	00032955	Office Assistant III	No		OAH	Manoa-Kaha	N	N	B	NR		6/27/1981	Not actively recruiting.
HTH	HlthResAdm	00044849	Public Health Nutritionist III	No	12/20/21	OAH	Waip-Aiea	Y	Y	N	I	7/21/2025		Actively recruiting. Internal vacancy closing date 08/04/25.
HTH	HlthResAdm	00052112	Para Medical Assistant II	No	12/27/18	OAH	Manoa-Kaha	N	Y	A	I	7/21/2025		Actively recruiting. Internal vacancy closing date 08/04/25.
HTH	HlthResAdm	00118429	General Professional IV	No	5/29/21	OAH	Downtown	Y	Y	N	O	7/13/2021		Actively recruiting. Request DHRD for external list 05/24/23.
HTH	HlthResAdm	00120440	Licensed Practical Nurse II	No	9/21/21	MOL	Kalaupapa	Y	Y	A	NR			Not actively recruiting.
HTH	HlthResAdm	00121173	Public Health Educator IV	Yes	7/1/19	OAH	Manoa-Kaha	Y	N	A	O	8/30/2021		Actively recruiting. External list issued w/ void date 08/29/25. Position currently filled w/ 89-day hire eff. 07/24/25.
HTH	HlthResAdm	00121249	Epidemiological Specialist V	No	9/29/21	OAH	Halaw-Kali	Y	Y	P	NR			Not actively recruiting.
HTH	HlthResAdm	00121431	Program Specialist IV	No	8/24/19	OAH	Ewa	Y	Y	A	I	7/21/2025		Actively recruiting. Internal vacancy closing date 08/04/25.
HTH	HlthResAdm	00121469	Program Specialist IV	Yes	12/18/18	OAH	Ewa	Y	Y	P	O	1/14/2019		Actively recruiting. External list issued w/ void date 09/21/25. Position currently filled w/ 89-day hire eff. 07/09/25.
HTH	HlthResAdm	00121564	Research Statistician III	Yes		OAH	Downtown	Y	Y	P & P	O	11/6/2023	7/22/2015	Actively recruiting. External list issued w/ void date 10/20/25. Position currently filled w/ 89-day hire eff. 06/03/25.
HTH	HlthResAdm	00121727	Program Specialist IV	Yes	8/1/21	OAH	Downtown	Y	Y	A	O	12/1/2021		Actively recruiting. External list issued w/ void date 10/20/25. Position currently filled w/ 89-day hire, eff. 09/03/25.
HTH	HlthResAdm	00122383	Human Svcs Prof V	No		OAH	Manoa-Kaha	Y	Y	P	NR		9/28/2018	Not actively recruiting.
HTH	HlthResAdm	00122384	Human Svcs Prof IV	No		OAH	Manoa-Kaha	Y	Y	P	NR		9/28/2018	Not actively recruiting.
HTH	HlthResAdm	00122389	Human Svcs Prof IV	No		OAH	Manoa-Kaha	Y	Y	P	NR		9/28/2018	Not actively recruiting.
HTH	HlthResAdm	00122390	Human Svcs Prof IV	No		OAH	Manoa-Kaha	Y	Y	P	NR		9/28/2018	Not actively recruiting.
HTH	HlthResAdm	00122755	Special Education Teacher III	No		OAH	Waip-Aiea	Y	Y	A	O	8/26/2021	1/24/2019	Actively recruiting. Request DHRD for external list 07/02/25.
HTH	HlthResAdm	00122855	Licensed Practical Nurse II	No	4/8/19	OAH	Halaw-Kali	Y	Y	P	NR			Not actively recruiting.
LAW	CrimnInvsDiv	00112836	Investigator V	Yes		OAH	Downtown		N	A	NR		5/1/2002	N/A
LAW	CrimnInvsDiv	00116482	Investigator V	Yes		OAH	Downtown		Y	U	O	8/18/25	9/2/2003	Actively recruiting- Req 2501180
LAW	CrimnInvsDiv	00116785	Investigator V	Yes		OAH	Downtown		Y	A	NR		3/1/2004	N/A
LAW	CrimnInvsDiv	00117825	Investigator V	Yes		OAH	Downtown		Y	U	NR		2/1/2006	N/A
LAW	CrimnInvsDiv	00121499	Investigator V	Yes		OAH	Downtown		Y	A	NR		9/30/2014	N/A
LAW	DirectorsOfc	00037909	Investigator V	Yes		OAH	Downtown		Y	A	NR	8/30/2024	12/19/1986	Actively Recruiting-Req 2401162
LAW	DirectorsOfc	00122181	Planner V	No	12/1/2018	OAH	Manoa-Kaha		Y	P	NR		2/16/2018	N/A
LAW	DirectorsOfc	00123073	Planner IV	No		OAH	Manoa-Kaha		Y	P	NR		7/25/2019	N/A
LAW	NarcoticsDiv	00024687	Investigator V	Yes		OAH	Downtown		Y	A	NR		7/19/1984	Updating PD and select cert
LAW	NarcoticsDiv	00029584	Investigator V	Yes		OAH	Downtown		Y	A	NR		7/26/1983	Updating PD and select cert
LAW	NarcoticsDiv	00051686	Investigator V	Yes		OAH	Downtown		Y	W	NR		7/3/1997	Updating PD and select cert
LAW	NarcoticsDiv	00051688	Investigator V	Yes		OAH	Downtown		Y	W	NR		7/18/1997	Updating PD and select cert
LAW	NarcoticsDiv	00111158	Investigator V	Yes		OAH	Downtown		Y	W	NR		10/4/2000	Updating PD and select cert
LAW	NarcoticsDiv	00116525	Account Clerk III	No	7/1/2012	OAH	Downtown		Y	W	O	10/18/2024	9/25/2003	Actively Recruiting-Req 2500267
LAW	Sheriff Div	00116407	Investigator V	Yes		OAH	Downtown		Y	A	NR		6/19/2003	Position is going through re-org
LAW	Sheriff Div	00116408	Investigator V	Yes	10/27/2021	OAH	Downtown		Y	A	NR		6/19/2003	Position is going through re-org
LAW	Sheriff Div	00117188	Investigator V	No		OAH	Downtown		Y	A	NR		10/1/2004	Position is going through re-org
LAW	Sheriff Div	00120679	Account Clerk III	Yes		OAH	Downtown		Y	A	NR		7/1/2012	N/A
LAW	Sheriff Div	00121045	Deputy Sheriff II	No	10/30/2021	OAH	Downtown		Y	A	O	4/15/2025	9/24/2013	Dept going through recruitment process
LBR	AdminSvcsOfc	00120960	Accountant IV		N/A	OAH	Downtown	Y	Y	N	NR		07/17/2013	Position's duties and responsibilities is currently performed by existing staff via Temporary Assignment. Internal Recruitment to be initiated in 6 months.
LBR	AdminSvcsOfc	00122144	Accountant III		N/A	OAH	Downtown		Y	A	I, O	08/07/2025	09/13/2016	Position's duties and responsibilities is currently performed by existing staff via Temporary Assignment. Internal & Open Recruitment initiated 08/07/2025

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LBR	UnempInsDiv	00007073	Unemployment Ins Asst VII		2/1/2017	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00007509	Unemployment Ins Asst III		12/31/2021	KAU	Lihue	Y	Y	N	O	2/11/2025		Recruitment on-going pending Cert List referral
LBR	UnempInsDiv	00023128	Unemployment Ins Spclt IV		6/3/2019	OAH	Downtown	Y	Y	N	NR			Position was transferred to a new section as a part of a reorganization and was just varied and redescribed. Recruitment pending hiring of the section's supervisor.
LBR	UnempInsDiv	00025011	Unemployment Ins Asst III		12/31/2021	HAW	Kona	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00025576	Office Assistant III		11/20/2021	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00025946	Unemployment Ins Spclt IV		4/1/2021	MAU	Wailuku/Ka	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00026913	Empl Security Appeals Referee		9/18/2021	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00026985	Unemployment Ins Spclt IV		10/25/2021	OAH	Kane-Kualo	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00027157	Unemployment Ins Asst III		9/9/2021	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00027269	Unemployment Ins Asst VI		12/31/2021	HAW	Kona	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00027972	Empl Security Appeals Referee		6/29/2012	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00120061	Unemployment Ins Asst V		5/8/2021	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00121995	Unemployment Ins Spclt I		12/16/2021	OAH	Downtown	Y	Y	N	I,O	5/22/2025		Recruitment on-going pending selection from Cert List referral.
LBR	UnempInsDiv	00123283	Unemployment Ins Asst V		5/7/2021	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00123286	Unemployment Ins Asst V		12/1/2020	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00123293	Program Specialist V		9/30/2020	OAH	Downtown	Y	N	A	NR			Position was just redescribed as a part of a reorganization. Recruitment pending.
LBR	UnempInsDiv	00123306	Unemployment Ins Spclt IV		1/1/2021	OAH	Downtown	Y	Y	N	NR			Position being redescribed due to reorganization and transfer to a new section.
LBR	UnempInsDiv	00123340	Unemployment Ins Spclt I		12/16/2021	OAH	Downtown	Y	Y	N	NR			Position being redescribed due to reorganization and transfer to a new section.
LBR	UnempInsDiv	00123351	Unemployment Ins Spclt VI		7/15/2020	OAH	Downtown	N	Y	N	NR		7/15/2020	Temporary CARE Act position. Position's duties and responsibilities performed by existing staff via Temporary Assignment
LBR	UnempInsDiv	00123388	Office Assistant III		4/6/2021	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00123507	Unemployment Ins Asst III		7/27/2021	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnempInsDiv	00123508	Unemployment Ins Asst V		1/27/2021	OAH	Downtown	N	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	WrkfrceDevDv	00022863	Office Assistant IV		9/30/2021	OAH	Downtown	Y	Y	N & A	NR			Pos. to be redescribed for recruitment. Program relies on filling position as needed. If this pos. is eleminated, it will impede Program's abiility to deliver the required services amd meet the requirements of the grants.
LBR	WrkfrceDevDv	00025449	Administrative Assistant I		3/3/2021	HAW	Hilo	Y	Y	N	NR			Pos. to be redescribed for recruitment. Program relies on filling position as needed. If this pos. is eleminated, it will impede Program's abiility to deliver the required services amd meet the requirements of the grants.

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LBR	WrkfrceDevDv	00025453	Administrative Assistant I		6/10/2017	MAU	Wailuku/Ka	Y	Y	N	NR			Pos. to be redescribed for recruitment. Program relies on filling position as needed. If this pos. is eleminated, it will impede Program's abiility to deliver the required services amd meet the requirements of the grants.
LBR	WrkfrceDevDv	00119284	Employment Service Spclt IV	Yes	N/A	OAH	Downtown	Y	Y	A	I,O	09/30/2024	04/13/2009	Recruitment on-going pending DHRD Cert List referral
LBR	WrkfrceDevDv	00121972	Employment Service Spclt IV	Yes	N/A	HAW	Hilo	Y	Y	N	I,O	12/12/2024	01/11/2016	Recruitment on-going pending selection from DHRD Cert List referral
LBR	WrkfrceDevDv	00122824	General Professional V		12/8/2020	OAH	Downtown	Y	Y	N	I, O	08/07/2025		Recruitment on-going pending selection from IVA Cert List referral
LNR	AqResDiv	00109101	Aquatic Biologist V		8/16/2018	MAU	Wailuku/Ka	Y	Y	N	NR			B&F identified for abolishment per FM 24-10. Recruitment cancelled per div 1/28/25. There is budget uncertainty with the funding federal agency; division plans to request funding in the Supplemental Budget Request to convert the funding. Recruitment will continue once funding is secured.
LNR	AqResDiv	00118628	Program Specialist V		10/1/2020	OAH	Downtown	Y	Y	P	NR			Freeze lifted 7/30/21 per EM 21-04. No funding per division 5/24/23. Recruitment cancelled per div 1/24/25. There is budget uncertainty with the funding federal agency; division plans to request funding in the Supplemental Budget Request to convert the funding. Recruitment will continue once funding is secured.
LNR	ConvyncesDiv	00000147	Office Assistant IV		9/1/2021	OAH	Downtown	Y	Y	B	NR			Freeze lifted 2/7/22. Pending PD update 7/31/25. Recruitment will commence following PD update.
LNR	ConvyncesDiv	00009055	Abstractor IX	Yes	12/30/2020	OAH	Downtown	Y	Y	B	O	4/5/2021		Freeze lifted 2/7/22. In recruitment since May'21; Division has received 3 lists from DHRD, but has yielded no results so far. DHRD recruitment open 2/24/24 - cont.
LNR	ConvyncesDiv	00040435	Conveyancing Supervisor		12/31/2020	OAH	Downtown	Y	Y	B	O	6/18/2024		In recruitment since Dec'20; Division has received 2 lists, but has yielded no results so far. Delegated recruitment open 11/1/24 - cont.
LNR	DOBOR	00040664	General Laborer II		1/2/2009	HAW	Kona	Y	Y	B	NR			Position re-established 8/8/23. B&F identified for abolishment per FM 24-10.
LNR	DOBOR	00119001	Office Assistant III		4/25/2020	OAH	Halaw-Kali	Y	Y	B	O	2/19/2021		In recruitment since Feb'21; Division has received 21 Office Assistant III WikiWiki lists from DHRD, but has yielded no results so far. B&F identified for abolishment per FM 24-10. Division is actively recruitng for this position.
LNR	DOBOR	00121993	General Laborer II		6/26/2021	MAU	Maa/Kih/Wa	Y	Y	B	O	12/1/2022		In recruitment since Dec'22; Division has received 6 lists from DHRD. Position was offered and declined 3 times. DHRD list of eligibles received on 6/6/25. Division is in process of making a selection.
LNR	DOCARE	00005025	Consvtn & Rescs Enfc Asst Admr		1/9/2019	OAH	Downtown	Y	Y	A	I	4/14/2025		B&F identified for abolishment per FM 24-10. Internal Vacancy Announcement list to divison on 5/16/25, pending interviews.
LNR	DOCARE	00010371	Consvtn & Rescs Enfc Offcr I		11/17/2021	KAU	Lihue	Y	Y	A	NR	12/4/2021		Recruitment cancelled per div on 7/21/22.
LNR	DOCARE	00118724	Consvtn & Rescs Enfc Offcr I		11/10/2021	OAH	Waip-Aiea	Y	Y	A	NR	6/3/2023		Selectee declined 5/24/24. Recruitment cancelled per division on 5/24/24.
LNR	DOFAW	00008282	Gen Constr & Mtnce Supvr I		7/1/2021	KAU	Lihue	Y	Y	A & N	O	2/15/2022		In recruitment since Feb'22; Division has received 5 lists from DHRD, but has yielded no results so far. DHRD list of eligibles received on 8/22/25, pending interviews.
LNR	DOFAW	00012075	Forestry and Wildlife Tech IV		1/22/2020	HAW	Kam/Koh/Wa	Y	Y	N	NR			B&F identified for abolishment per FM 24-10. Change in funding per Act 250, SLH 2025. Division plans to initiate recruitment.

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LNR	DOFAW	00013332	Forestry & Wildlife Worker II		2/18/2020	MOL	Kaunakakai	Y	Y	A	NR			Freeze lifted 7/30/21 per EM 21-04. This Position was transferred from DOFAW to LNR906 (Administrative Services Office) per Act 88, SLH 2021. ASO plans to pursue union consultation for BU Transfer; position to be redescribed to Accountant IV. B&F identified for abolishment per FM 24-10.
LNR	DOFAW	00038928	Account Clerk II	Yes	11/2/2021	MAU	Wailuku/Ka	Y	Y	A	O	11/16/2022		In recruitment since Nov'22; Division has received 5 lists from DHRD, but has yielded no results so far. DHRD list of eligibles received on 8/6/25, pending interviews.
LNR	DOFAW	00039733	Office Assistant III		11/28/2020	HAW	Kam/Koh/Wa	Y	Y	A	O	12/1/2022		In recruitment since Dec'22; Division has received 5 lists from DHRD, but has yielded no results so far. DHRD list of eligibles received 6/5/25, pending interviews.
LNR	DOFAW	00046948	Forestry and Wildlife Tech IV		9/9/2020	HAW	Hilo	Y	N	A & P	NR			Freeze lifted 2/7/22. Per division, no funding; seeking alternative funding in FY27 Supplemental Budget request.
LNR	DOFAW	00118680	Forestry & Wildlife Worker II		1/28/2020	HAW	Hilo	Y	Y	A	NR			Freeze lifted 7/30/21 per EM 21-04. This Position was transferred from DOFAW to LNR906 (Administrative Services Office) per Act 88, SLH 2021. ASO plans to pursue union consultation for BU Transfer; position to be redescribed to Accountant IV. B&F identified for abolishment per FM 24-10.
LNR	DOFAW	00122002	Planner V			OAH	Downtown	Y	N	N	NR		5/12/2016	Per division 2/12/19, no funding. Change of MOF approved per Act 250, SLH 2025. Division plans to redescribe the position to Program Specialist.
TAX	TaxSvc&Procg	00005765	Administrative Assistant III	No	12/31/2018	OAH	Downtown	Y	Y	A	I,O	02/01/1995	02/01/1995	In active recruitment
TAX	TaxSvc&Procg	00016051	Supervising Tax Clerk II	No	12/31/2020	OAH	Downtown	Y	Y	A	NR	08/01/2003	08/01/2003	We are in the process of redescribing this position
TRN	Air Div	00007630	Land Agent IV		12/1/2021	OAH	Halaw-Kali	Y	N	C	O	10/16/23		Pending DHRD List
TRN	Air Div	00015042	Groundskeeper I		8/1/1991	OAH	Halaw-Kali	Y	Y	B	NR			Funding exempt position 102511
TRN	Air Div	00041945	Visitor Inf Prgm Asst I		7/1/2017	OAH	Halaw-Kali	Y	Y	B	NR			Pending Redescription to Security Ut
TRN	Air Div	00043205	Drafting Technician VI		6/21/2021	OAH	Halaw-Kali	Y	Y	B	NR			Pending Redescription to Security Ut
TRN	Air Div	00046106	Information Technology Band B		2/18/2020	OAH	Halaw-Kali	Y	Y	B	NR			Pending Redescription to Security Ut
TRN	Air Div	00046420	Electrician I	Yes	12/31/2021	OAH	Halaw-Kali	Y	Y	B	O	11/29/23	05/26/21	08/10/23 - PD Updated for Selective Cert completed
TRN	Air Div	00049771	Property Manager IV		10/28/2020	OAH	Halaw-Kali	Y	Y	B	O	06/01/21		Pending Interviews
TRN	Air Div	00121786	Property Manager IV		3/3/2020	MAU	Wailuku/Ka	Y	Y	B	O	07/10/25		Pending Interviews (Selected candidate in prior list declined)
TRN	Air Div	00121898	Environmental Health Spclt V		12/10/2018	OAH	Halaw-Kali	N	Y	B	O	08/30/24		Pending DHRD list
TRN	Air Div	00122598	Airport Firefighter		5/1/2019	HAW	Kona	Y	Y	B	NR			Pending DHRD approval of BU chg
TRN	Air Div	00123034	Repairs & Maintenance Asst		6/26/2019	OAH	WaianaeCoa	Y	Y	B	O	3/9/23		Pending DHRD list
TRN	Air Div	00123253	Visitor Inf Prgm Asst II		10/24/2021	OAH	Halaw-Kali	Y	Y	B	NR			Pending Redescription (Janitor Supv I) to Maui
TRN	Air Div	00123254	Airport Operations Contr I		10/24/2021	MAU	Wailuku/Ka	Y	Y	B	O	08/19/24		Pending Interviews

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
TRN	Air Div	00123957	Janitor II	Yes		OAH	Halaw-Kali	Y	Y	B	O	10/10/24	06/03/21	Pending Interviews
TRN	Air Div	00123972	Airport Firefighter		11/4/2021	HAW	Kona	Y	Y	B	NR			Pending DHRD approval of BU chg
TRN	Air Div	00125558	Airport Optns & Mtnce Wkr I	Yes		OAH	Ewa	N	N	B	NR			Vicing Positions
TRN	Air Div	00125578	Airport Operations Contr I	Yes		OAH	Halaw-Kali	N	N	B	NR			Vicing Positions
TRN	Air Div	00125633	General Laborer II			HAW	Hilo	N	N	B	NR			Vicing Positions
TRN	Air Div	00125634	Airport Optns & Mtnce Wkr I	Yes		OAH	NorthShore	N	N	B	NR			Vicing Positions
TRN	Air Div	00125635	Janitor II			HAW	Hilo	N	N	B	NR			Vicing Positions
TRN	Hrbrs Div	00120638	Planner V		9/11/2019	OAH	Downtown	N	N	B	NR			This is a CIP funded position. Recruitment activities are currently on hold due to the development of Harbors Digital Twin that models the risk of sea level rise. Harbors is analyzing data from the modeling of sea level rise to all ports statewide and applying risk based analysis in planning the capital program to years 2050 and 2100. With the shift in rebuilding our piers following the scheduled completion of the Kapālama Container Terminal in 2026, Harbors is resetting is priorities to rebuild the Sand Island Container Terminal and programmatic sequencing of Sand Island Container Terminal Redevelopment Program. Additional staffing including the hiring of planners to obtain permits, manage the designs, and construction is being assessed to address the SICT and other impacts to the hub and spoke system of cargo movement statewide. To prepare for future capital planning and project implementation, Harbors is undertaking several key initiatives:advancing land acquisitions in priority areas, and advancing Ocean Condition Modeling data to support the development of a 3D GIS digital twin of harbor assets for enhanced sea level rise modeling and scenario planning.

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
TRN	Hrbrs Div	00120640	Engineer V		1/30/2014	OAH	Downtown	Y	Y	B	NR			This is a CIP funded position. Recruitment activities are currently on hold due to the development of Harbors Digital Twin that models the risk of sea level rise. Harbors is analyzing data from the modeling of sea level rise to all ports statewide and applying risk based analysis in planning the capital program to years 2050 and 2100. With the shift in rebuilding our piers following the scheduled completion of the Kapālama Container Terminal in 2026, Harbors is resetting is priorities to rebuild the Sand Island Container Terminal and programmatic sequencing of Sand Island Container Terminal Redevelopment Program. Additional staffing including the hiring of planners to obtain permits, manage the designs, and construction is being assessed to address the SICT and other impacts to the hub and spoke system of cargo movement statewide. To prepare for future capital planning and project implementation, Harbors is undertaking several key initiatives:advancing land acquisitions in priority areas, and advancing Ocean Condition Modeling data to support the development of a 3D GIS digital twin of harbor assets for enhanced sea level rise modeling and scenario planning.
TRN	Hrbrs Div	00120641	Engineer VI		4/1/2021	OAH	Downtown	Y	Y	B	NR			This is a CIP funded position. Recruitment activities are currently on hold due to the development of Harbors Digital Twin that models the risk of sea level rise. Harbors is analyzing data from the modeling of sea level rise to all ports statewide and applying risk based analysis in planning the capital program to years 2050 and 2100. With the shift in rebuilding our piers following the scheduled completion of the Kapālama Container Terminal in 2026, Harbors is resetting is priorities to rebuild the Sand Island Container Terminal and programmatic sequencing of Sand Island Container Terminal Redevelopment Program. Additional staffing including the hiring of planners to obtain permits, manage the designs, and construction is being assessed to address the SICT and other impacts to the hub and spoke system of cargo movement statewide. To prepare for future capital planning and project implementation, Harbors is undertaking several key initiatives:advancing land acquisitions in priority areas, and advancing Ocean Condition Modeling data to support the development of a 3D GIS digital twin of harbor assets for enhanced sea level rise modeling and scenario planning.

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
TRN	Hrbrs Div	00120643	Engineer IV		7/3/2017	OAH	Downtown	N	N	B	NR			Recruitment activities are currently deferred pending the outcomes the Statewide Port Development Plan Portfolio of Projects subsequent evaluation of needs for Neighbor Island Ports and resource allocation required to address sea level rise within constrained capital budgets. Harbors is prioritizing capital program investments following the scheduled completion of the Kapālama Container Terminal in 2026. Programmatic emphasis is being placed on program sequencing for Sand Island Container Terminal Redevelopment Program that supports resiliency objectives maintaining operational continuity for the State's busiest Terminal. To prepare for future capital planning and project implementation, Harbors is undertaking several key initiatives: Advancing land acquisitions in priority areas. Advancing Ocean Condition Modeling data to support the development of a 3D GIS digital twin of harbor assets for enhanced sea level rise modeling and scenario planning.
TRN	Hrbrs Div	00120645	Engineer V		11/1/2021	OAH	Downtown	Y	Y	C	NR			This is a CIP funded position. Recruitment activities are currently on hold due to the development of Harbors Digital Twin that models the risk of sea level rise. Harbors is analyzing data from the modeling of sea level rise to all ports statewide and applying risk based analysis in planning the capital program to years 2050 and 2100. With the shift in rebuilding our piers following the scheduled completion of the Kapālama Container Terminal in 2026, Harbors is resetting is priorities to rebuild the Sand Island Container Terminal and programmatic sequencing of Sand Island Container Terminal Redevelopment Program. Additional staffing including the hiring of planners to obtain permits, manage the designs, and construction is being assessed to address the SICT and other impacts to the hub and spoke system of cargo movement statewide. To prepare for future capital planning and project implementation, Harbors is undertaking several key initiatives:advancing land acquisitions in priority areas, and advancing Ocean Condition Modeling data to support the development of a 3D GIS digital twin of harbor assets for enhanced sea level rise modeling and scenario planning.
TRN	Hrbrs Div	00124302	Janitor II			OAH	Downtown	N	N	B				6/23/22 Vicing
TRN	Hrbrs Div	00125400	General Laborer II			KAU	Lihue	N	N	B				4/15/24 Vicing
TRN	Hwys Div	00001144	Highway Const Inspector IV		11/27/2017	MAU	Wailuku/Ka		N	C				None

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
TRN	Hwys Div	00001146	Automotive Mechanic Helper		11/1/2017	MOL	Kaunakakai		N	B				None
TRN	Hwys Div	00001278	Equipment Operator I		5/2/2016	HAW	Hilo		N	B				None
TRN	Hwys Div	00001283	General Laborer I		2/19/2019	HAW	Kona		N	B				None
TRN	Hwys Div	00001286	Equipment Operator I		8/16/2017	HAW	Kona		N	B				None
TRN	Hwys Div	00001292	Equipment Operator I		10/2/2017	HAW	Hilo		N	B				None
TRN	Hrbs Div	00001318	Water Service Worker I		12/1/2020	OAH	Downtown		Y	B				None
TRN	Hwys Div	00001330	Truck Driver Laborer		10/1/2015	HAW	Hilo		N	B				None
TRN	Hwys Div	00001338	Equipment Operator I		9/1/2016	HAW	Kam/Koh/Wa		N	B				None
TRN	Hwys Div	00002497	Engineer VI		2/28/2021	OAH	Ewa		Y	B				None
TRN	Hwys Div	00006584	Landscape Architect V		1/21/2017	OAH	Ewa		Y	C				None
TRN	Hwys Div	00007029	Truck Driver Laborer		9/1/2017	HAW	Hilo		N	B				None
TRN	Hwys Div	00007921	Office Assistant III		8/13/2018	MAU	Wailuku/Ka		Y	B & C				None
TRN	Hwys Div	00007949	Land Boundary Surveyor IV		10/1/2020	OAH	Ewa		Y	C				None
TRN	Hwys Div	00008651	Land Surveyor II		12/1/2021	HAW	Hilo		Y	C				None
TRN	Hwys Div	00011256	Office Assistant IV		12/18/2017	KAU	Lihue		Y	B & C				None
TRN	Hwys Div	00011437	Land Surveyor I		6/17/2019	KAU	Lihue		N	C				None
TRN	Hwys Div	00016841	Office Assistant IV		6/29/2019	OAH	Halaw-Kali		N	C				None
TRN	Hwys Div	00019139	Engineer VI		2/16/2021	OAH	Halaw-Kali		Y	C				None
TRN	Hwys Div	00022134	Engineer V		6/1/2020	OAH	Ewa		Y	C				None
TRN	Hwys Div	00022805	General Laborer II		11/6/2021	KAU	Lihue		Y	B				None
TRN	Hwys Div	00028266	Heavy Equipment Operator		N/A	LAN	LanaiCity	Y	Y	B	NR		6/16/1982	Indefinite temporary position used for TA purposes only
TRN	Hwys Div	00028808	Motor Carrier Safety Offcr IV		7/1/2020	KAU	Lihue		Y	B				None
TRN	Hwys Div	00034227	Motor Carrier Safety Offcr III		4/26/2021	OAH	Halaw-Kali		Y	B				None
TRN	Hwys Div	00042763	Motor Carrier Safety Offcr III		7/1/2019	OAH	Halaw-Kali		Y	B				None
TRN	Hwys Div	00042774	Motor Carrier Safety Offcr III		8/2/2021	OAH	Halaw-Kali		Y	B				None
TRN	Hwys Div	00042776	Motor Carrier Safety Offcr III		8/20/2019	OAH	Halaw-Kali		Y	B				None
TRN	Hwys Div	00042778	Motor Carrier Safety Offcr III		5/24/2021	OAH	Halaw-Kali		Y	B				None
TRN	Hwys Div	00044266	General Laborer I		12/4/2018	HAW	Ka'u		N	B				None
TRN	Hwys Div	00044269	Truck Driver Laborer		11/16/2018	HAW	Kam/Koh/Wa		N	B				None

Dept	Division	Position	Description	Filled w/89 day	Vacant Date/NEH Vacant Date	Island	Location Descr	Budgeted	Funded	MOF	Recruitment Status (I, O, NR)	Date Recruitment Initiated	Established Date	Department Comments in 2025
TRN	Hwys Div	00047167	Tunnel Maintenance Tech III		7/1/2021	OAH	Halaw-Kali		Y	B				None
TRN	Hwys Div	00047363	General Laborer I		1/17/2019	HAW	Kona		N	B				None
TRN	Hwys Div	00047367	General Laborer II		1/23/2019	MAU	Wailuku/Ka		N	B				None
TRN	Hwys Div	00047370	Equipment Operator I		9/13/2016	HAW	Kona		N	B				None
TRN	Hwys Div	00048243	Tunnel Maintenance Tech III		10/16/2020	OAH	Halaw-Kali		Y	B				None
TRN	Hwys Div	00048884	Transportation Systms Optr II		6/1/2017	OAH	Downtown		N	B				None
TRN	Hwys Div	00122406	Engineer IV	Yes	10/16/2021	MAU	Wailuku/Ka	Y	Y	B	O	1/19/2024		WikiWiki recruitment; Recruiting lvls I - IV
TRN	Hwys Div	00122409	Highway Const Inspector IV			MAU	Wailuku/Ka	Y	N	B	NR		7/1/2019	2019 Leg Unfunded
TRN	Hwys Div	0012243	Truck Driver-Laborer			HAW	Hono/Hama	Y	N	B	NR		7/1/2019	2019 Leg Unfunded
TRN	Hwys Div	00122645	Engineering Program Mgr			OAH	Downtown	Y	N	B	NR		7/1/2019	2019 Leg Unfunded
TRN	Hwys Div	00122647	Office Assistant IV			OAH	Downtown	Y	N	B	NR		7/1/2019	2019 Leg Unfunded
TRN	Hwys Div	00122650	Engineer V	Yes		OAH	Downtown	Y	Y	B	O	2/28/2025	5/1/2018	WikiWiki recruitment; Recruiting lvls I - V
TRN	Hwys Div	00123903	Engineer VI			HAW	Hilo	Y	Y	C	NR		5/11/2021	Recruitment on hold; Pending position redescription
TRN	Hwys Div	00123973	Engineer V			HAW	Hilo	Y	Y	C	O	3/4/2022	6/7/2021	WikiWiki recruitment; Recruiting lvls I-V
TRN	Hwys Div	00124097	Engineer V			OAH	Ewa	Y	Y	B	O	7/9/2022	9/08/2021	WikiWiki recruitment; Recruiting lvls I - V
TRN	Hwys Div	00124102	Engineer IV			OAH	Halaw-Kali	Y	Y	C	O	1/24/2025	9/16/2021	WikiWiki recruitment; Recruiting lvls I - IV
TRN	PpbMgt&AnlOf	00033081	Program Budget Analyst IV		4/1/2021	OAH	Downtown	Y	Y	B	NR	n/a		redescribing to Adm Administrator
TRN	StTrnsPlnOfc	00019159	Planner VII	Yes	1/2/2014	OAH	Halaw-Kali	Y	Y	B	NR	n/a		
TRN	StTrnsPlnOfc	00034965	Planner V		12/31/2017	OAH	Downtown	Y	Y	B	O	07/18/25		OHHI Recruitment - recommendation made, recruitment in progress

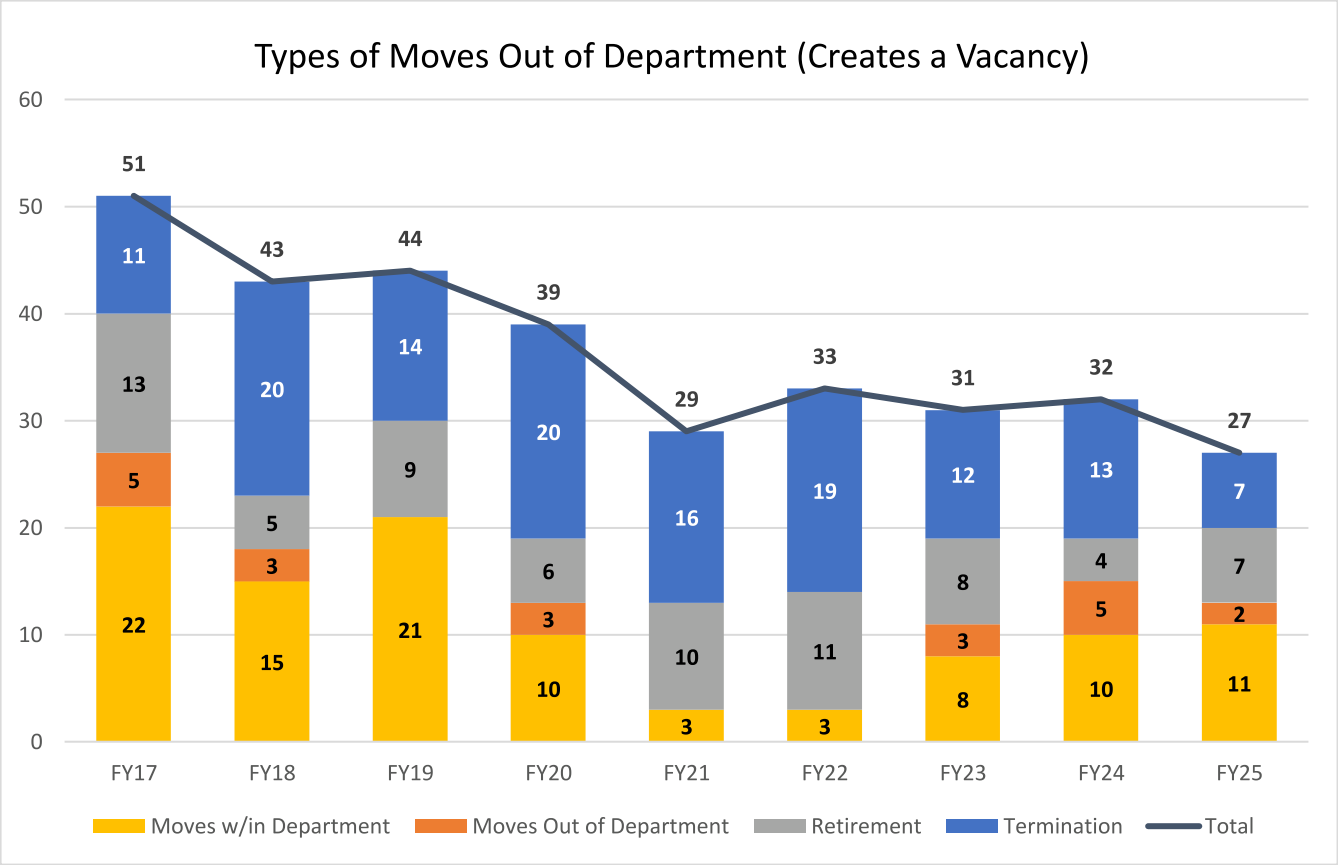
APPENDIX B

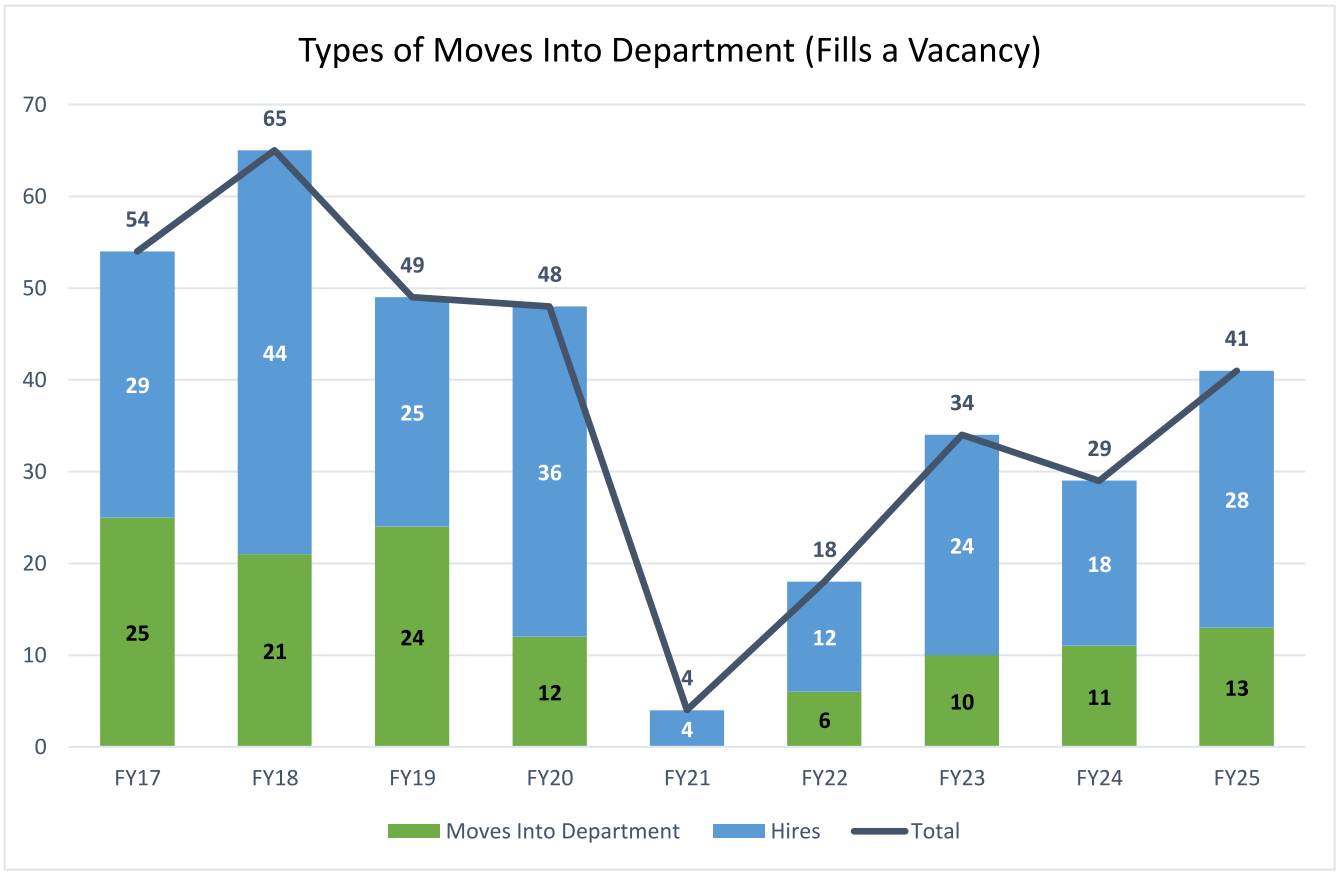
Appendix A: Reasons for leaving state employment in Fiscal Year 2025 - Totals

Action	Reason	Full Reason	Number
RET	VOL	Voluntary Retirement	428
TER	PER	Personal Reasons	225
TER	OTH	Other Reasons	108
TER	UNK	Unknown Reasons	87
TER	PVT	Other Employment (Private)	75
TER	JUR	Other Jurisdiction	68
TER	DSC	Discharge	60
TER	XMP	Accept Exempt Position	30
TER	DEA	Death	25
TER	CCH	Work for City & County of Honolulu	15
TER	EDU	Education	9
TER	HEA	Health Reasons	8
RET	ORD	Ordinary Disability	8
TER	DIS	Dishonesty	6
TER	PRB	Failure to Qualify – Probl Appt	4
TER	SUP	Dissatisfied with Supervision	4
TER	ATT	Attendance	2
TER	LVE	Failure to Return From Leave	2
TER	BEN	Better Benefits	1
TER	ILL	Illness in Family	1
TER	NOT	No Proper Notice Provided	1
TER	NSH	No Show	1
TER	SYS	Forfeit Return Rights	1
		Grand Total	**1,169**

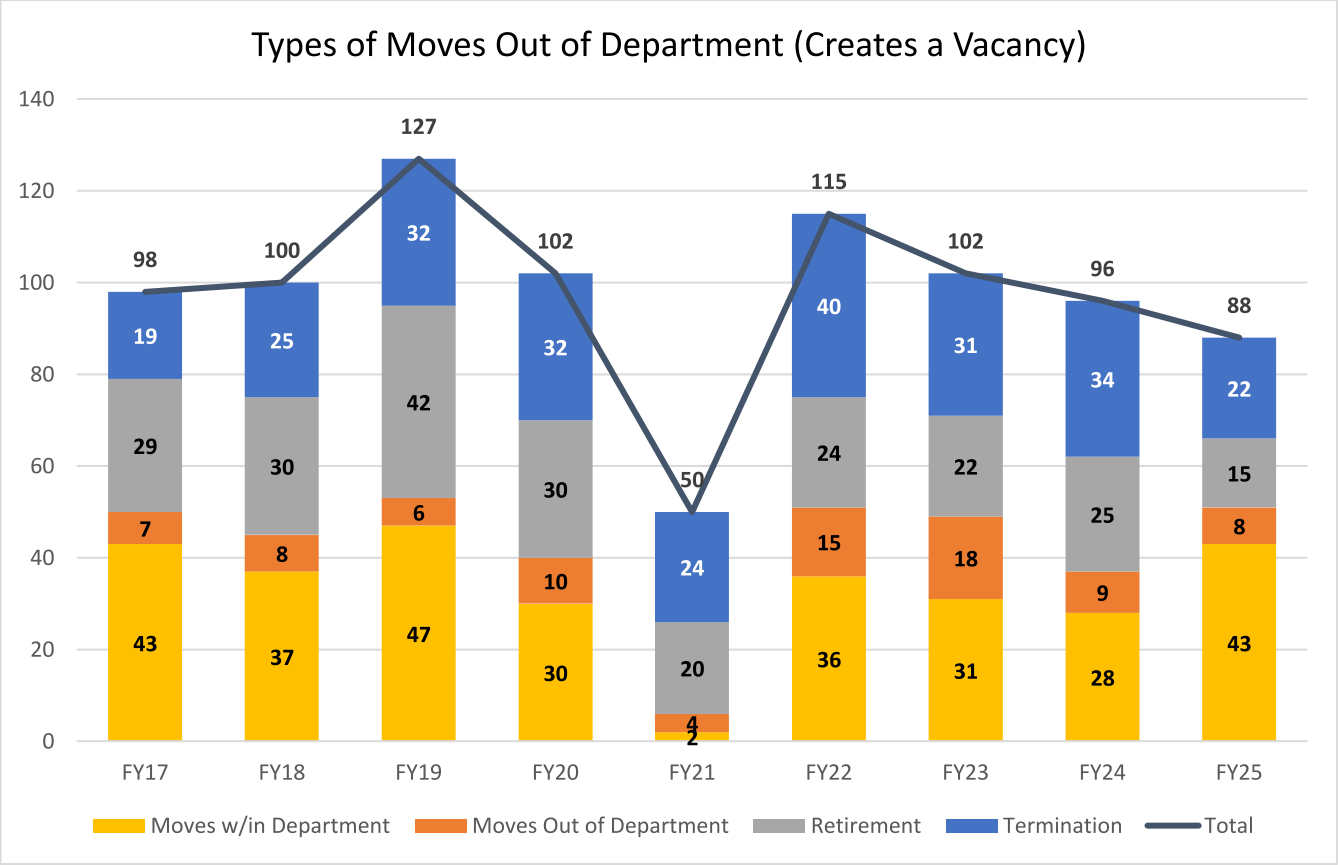
APPENDIX C

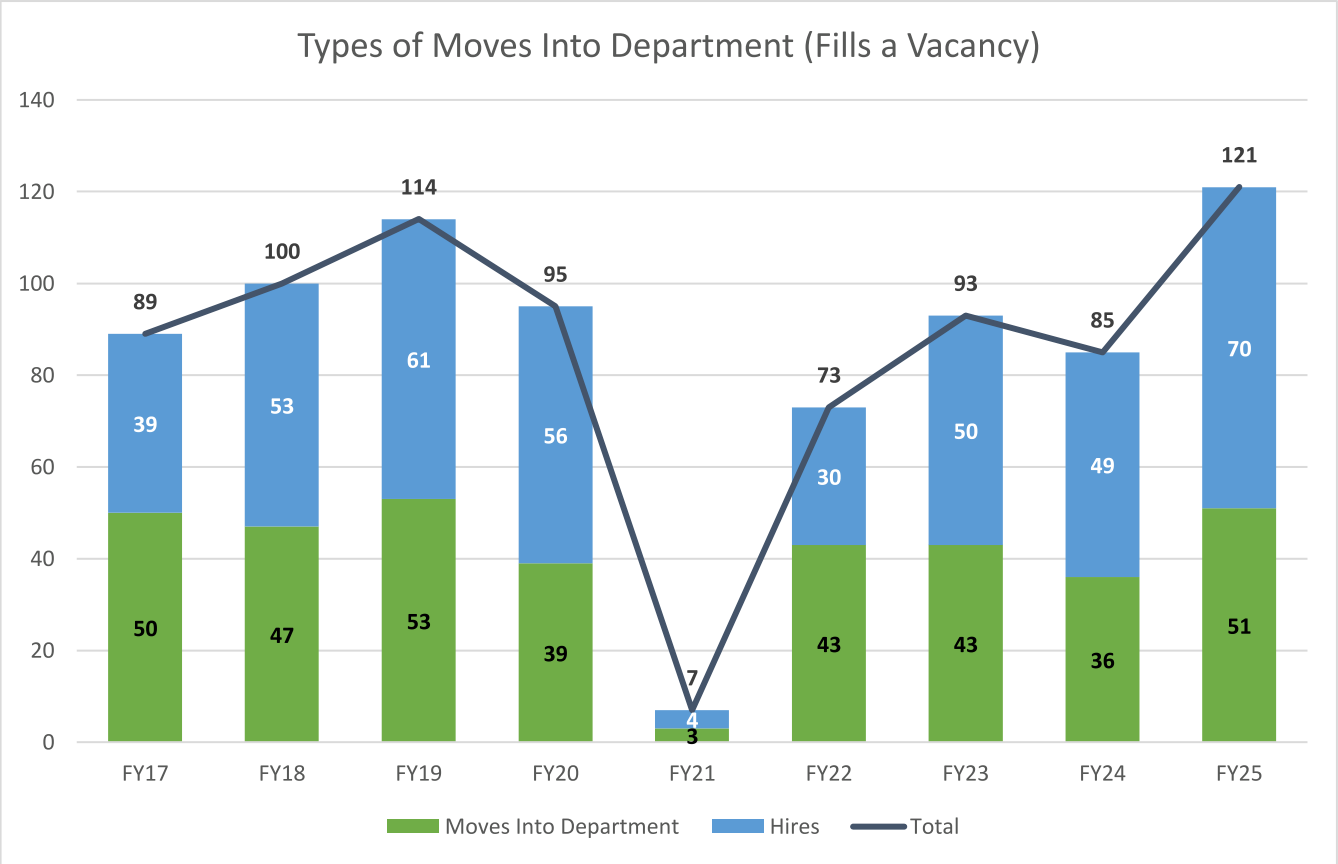
DEPARTMENT OF AGRICULTURE & BIOSECURITY (AGR)



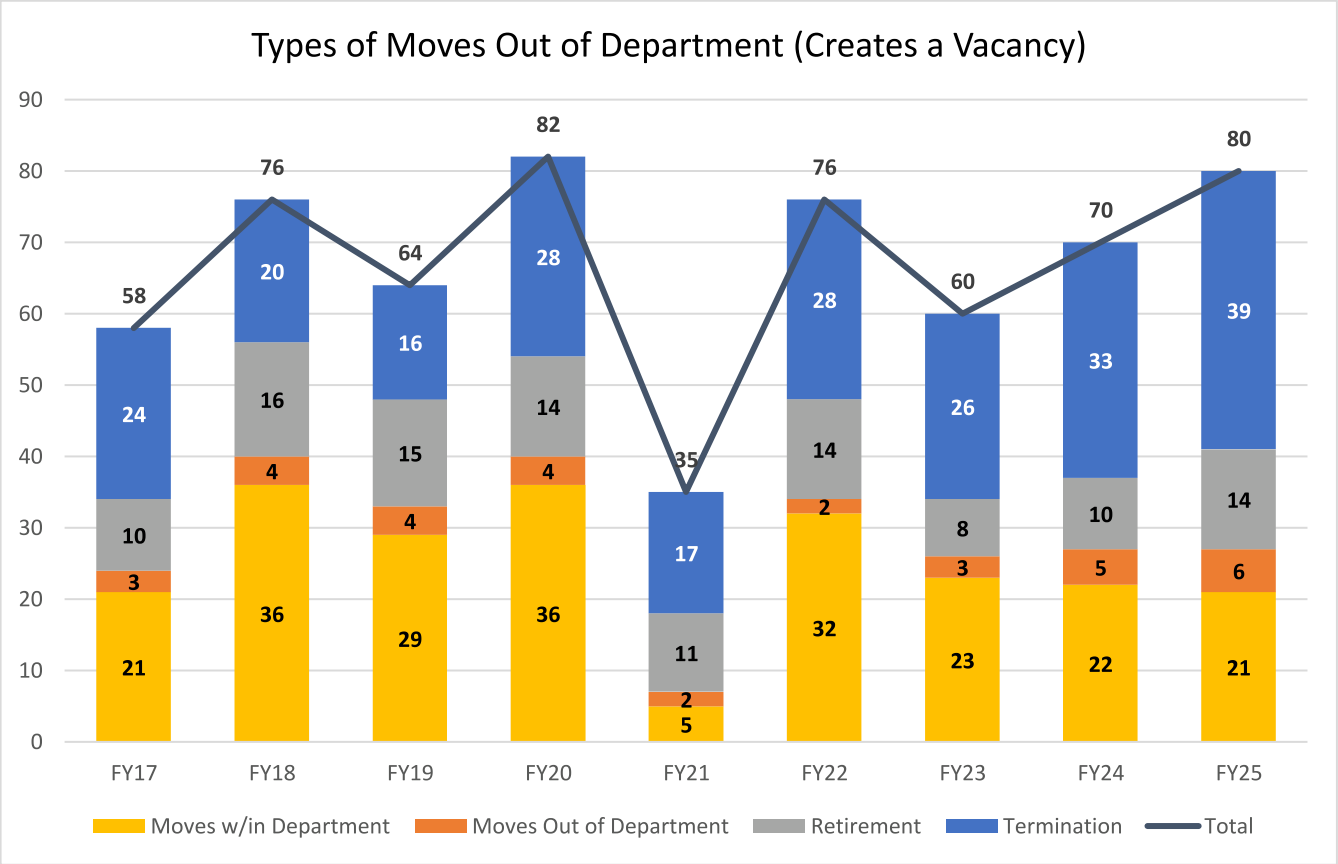


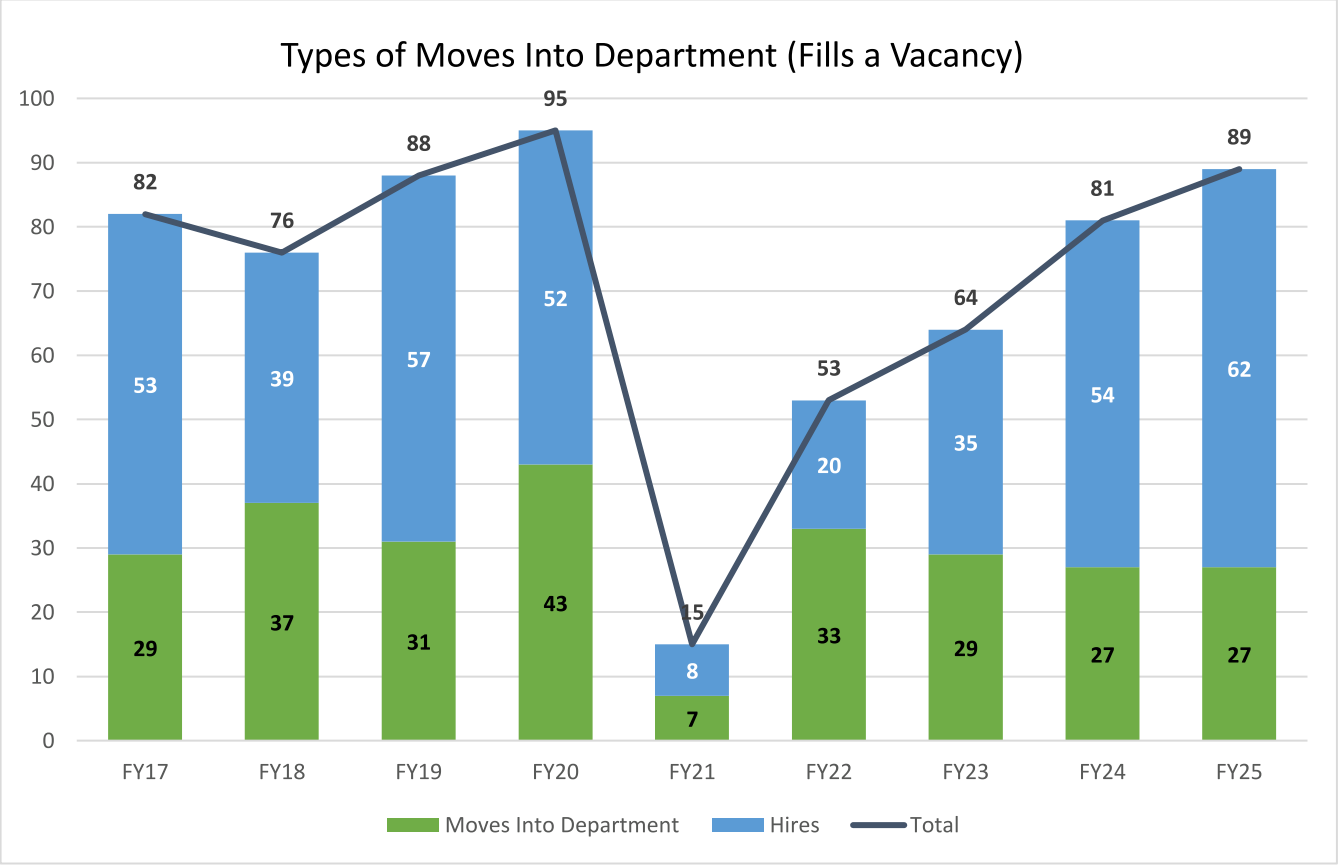
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES (AGS)



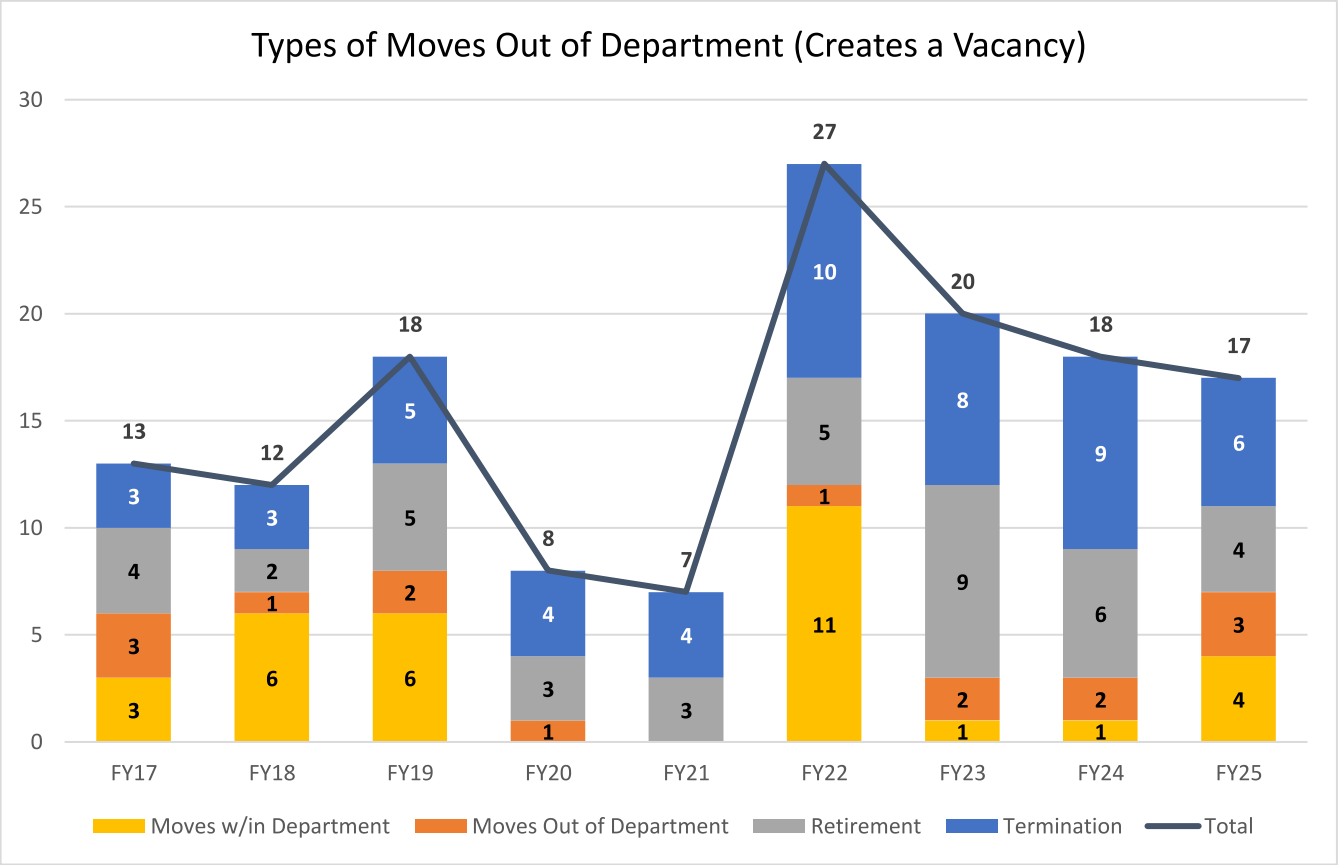


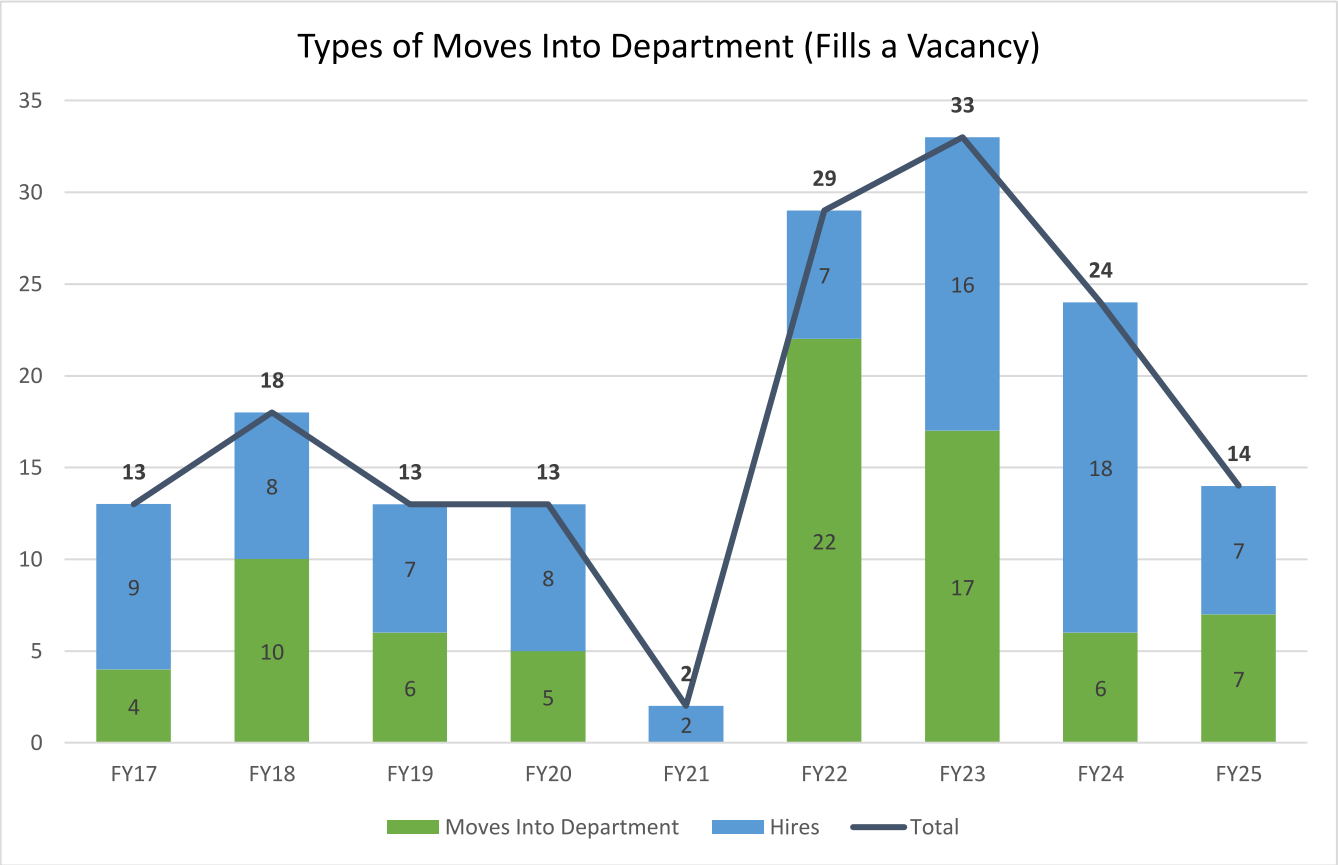
DEPARTMENT OF THE ATTORNEY GENERAL (ATG)



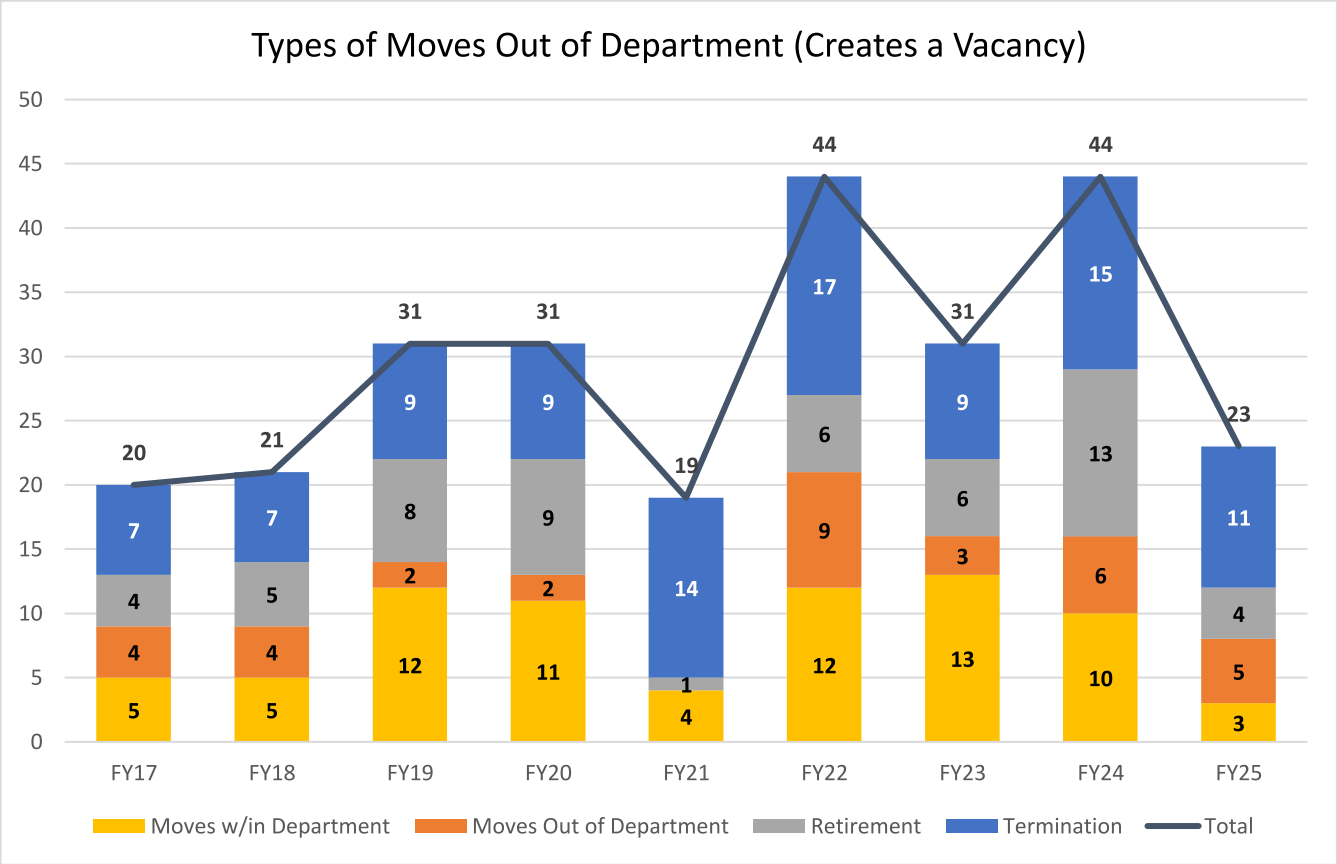


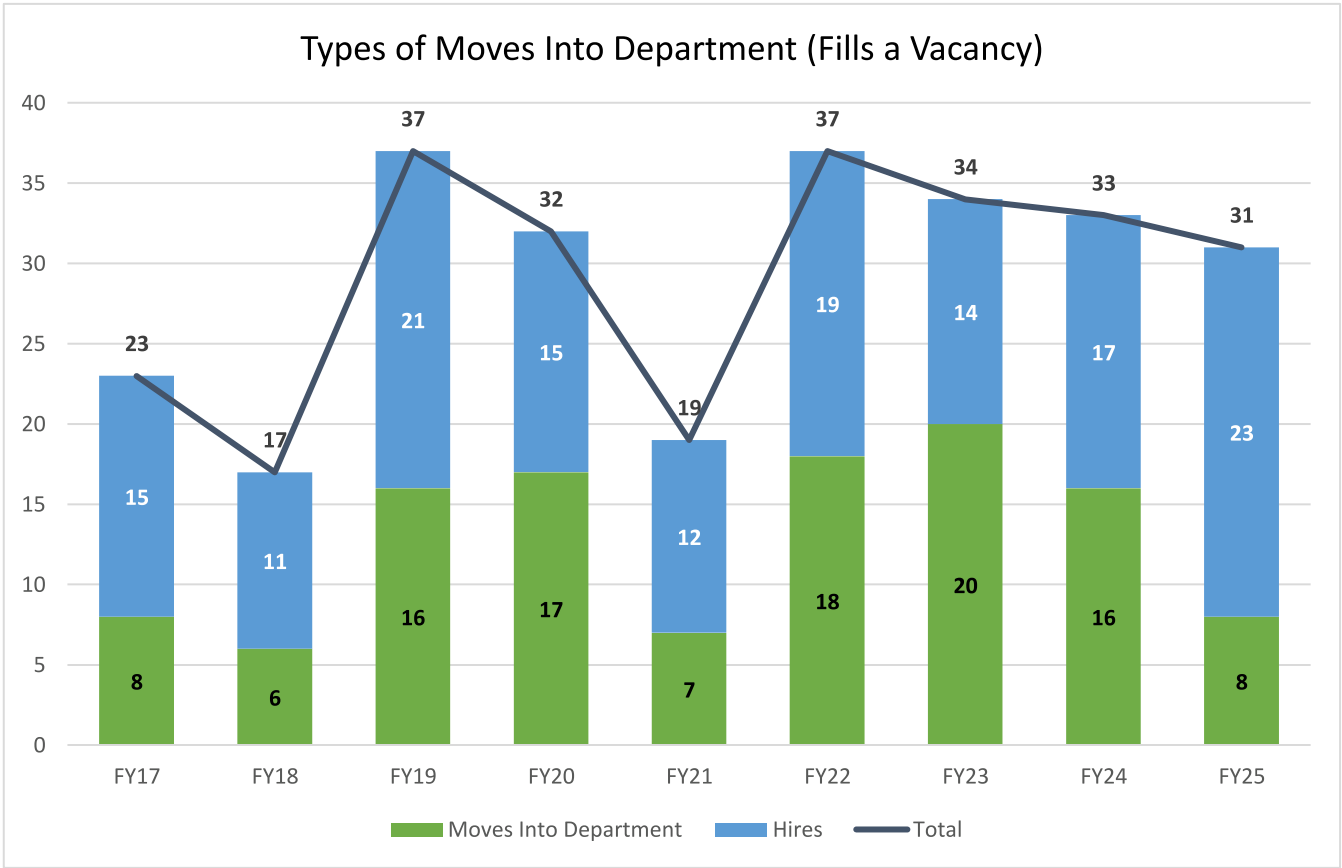
DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT & TOURISM (BED)



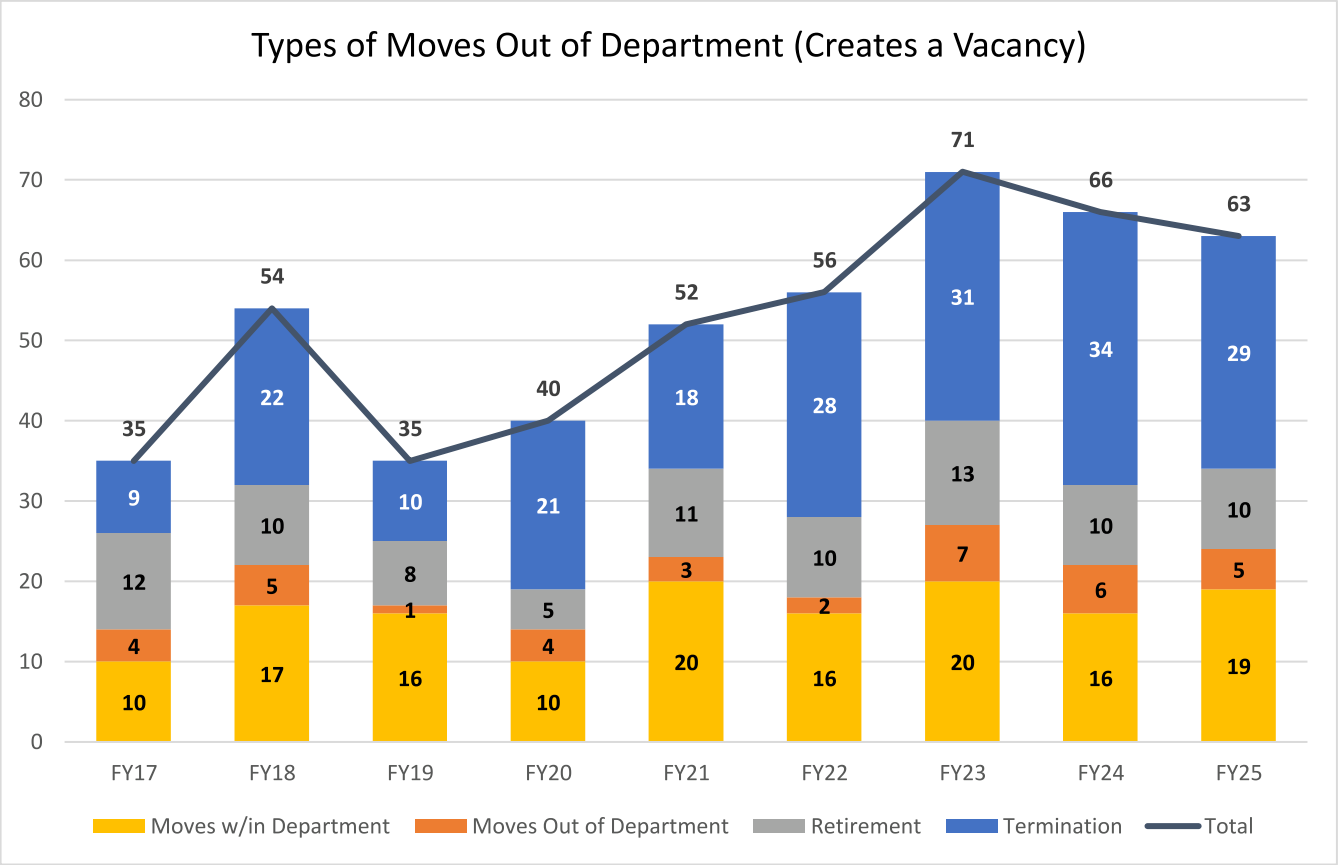


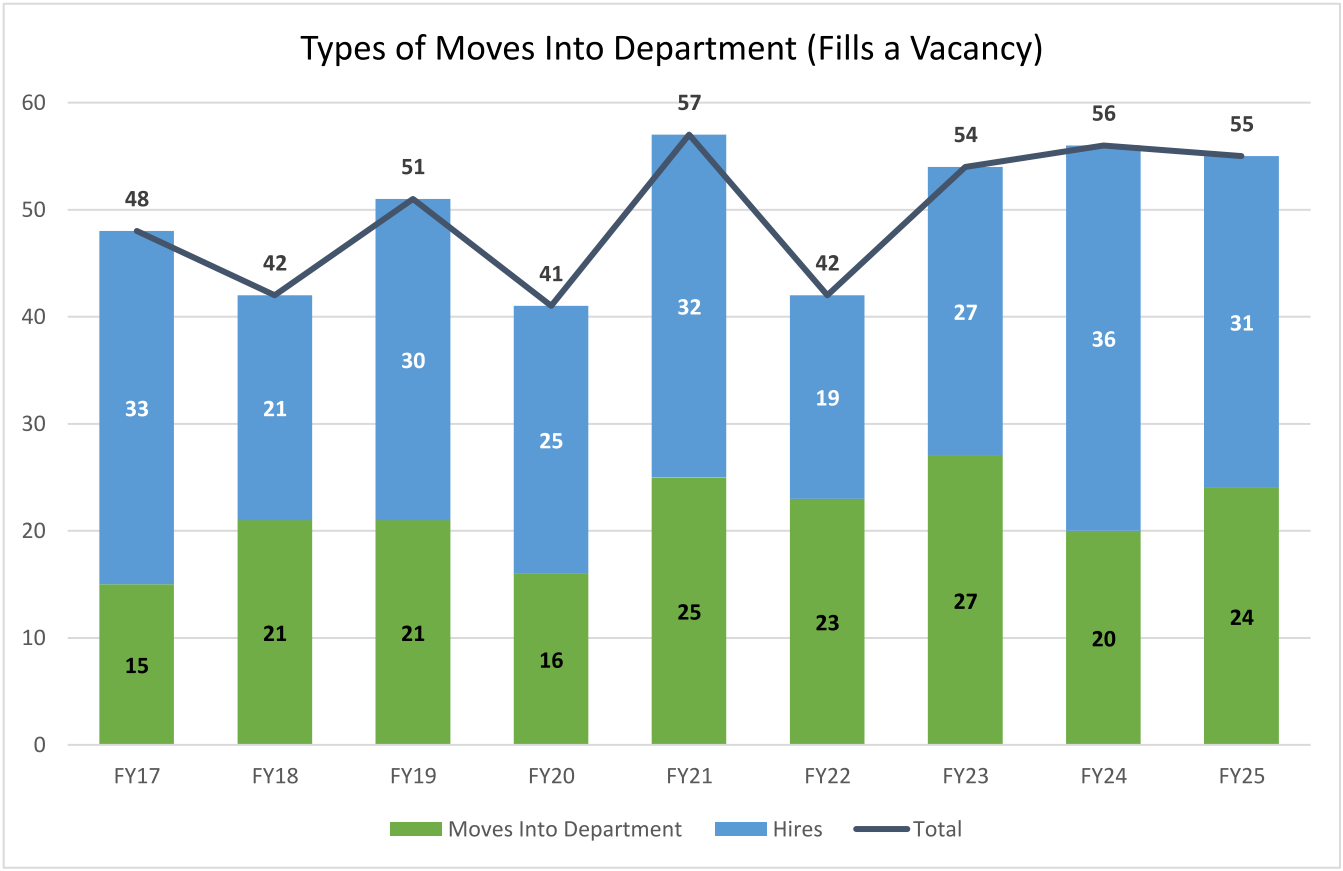
DEPARTMENT OF BUDGET AND FINANCE (BUF)



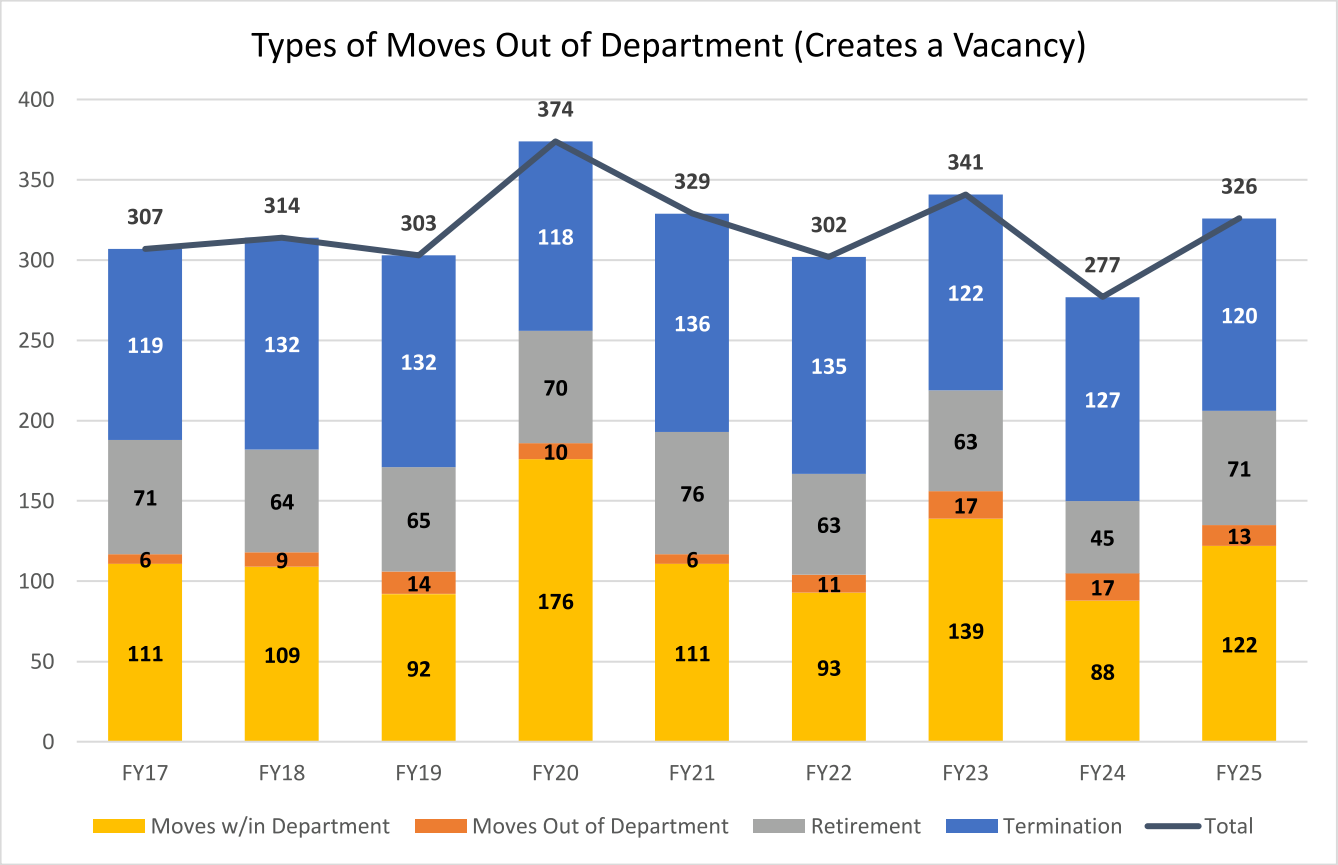


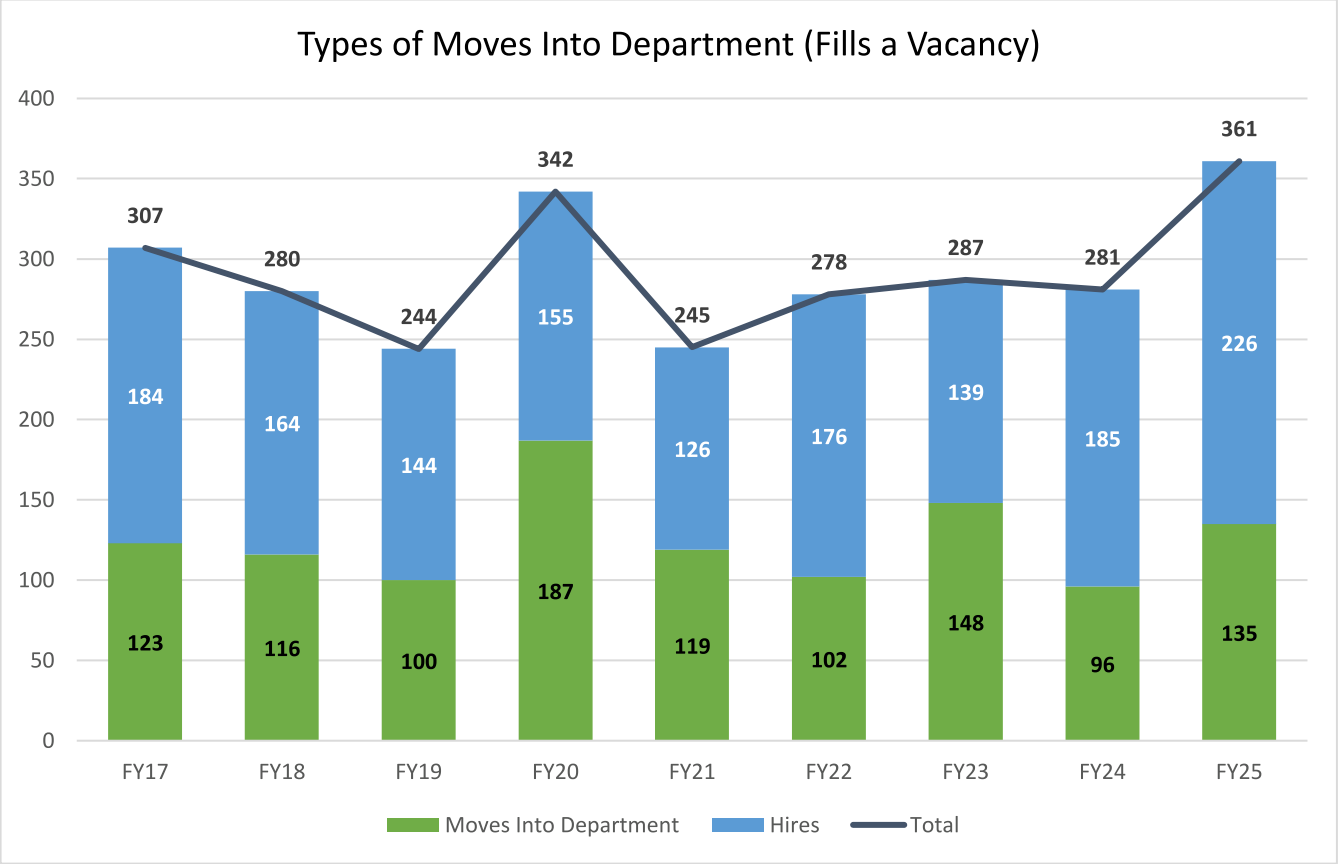
EPARTMENT OF COMMERCE AND CONSUMER AFFAIRS (CCA)



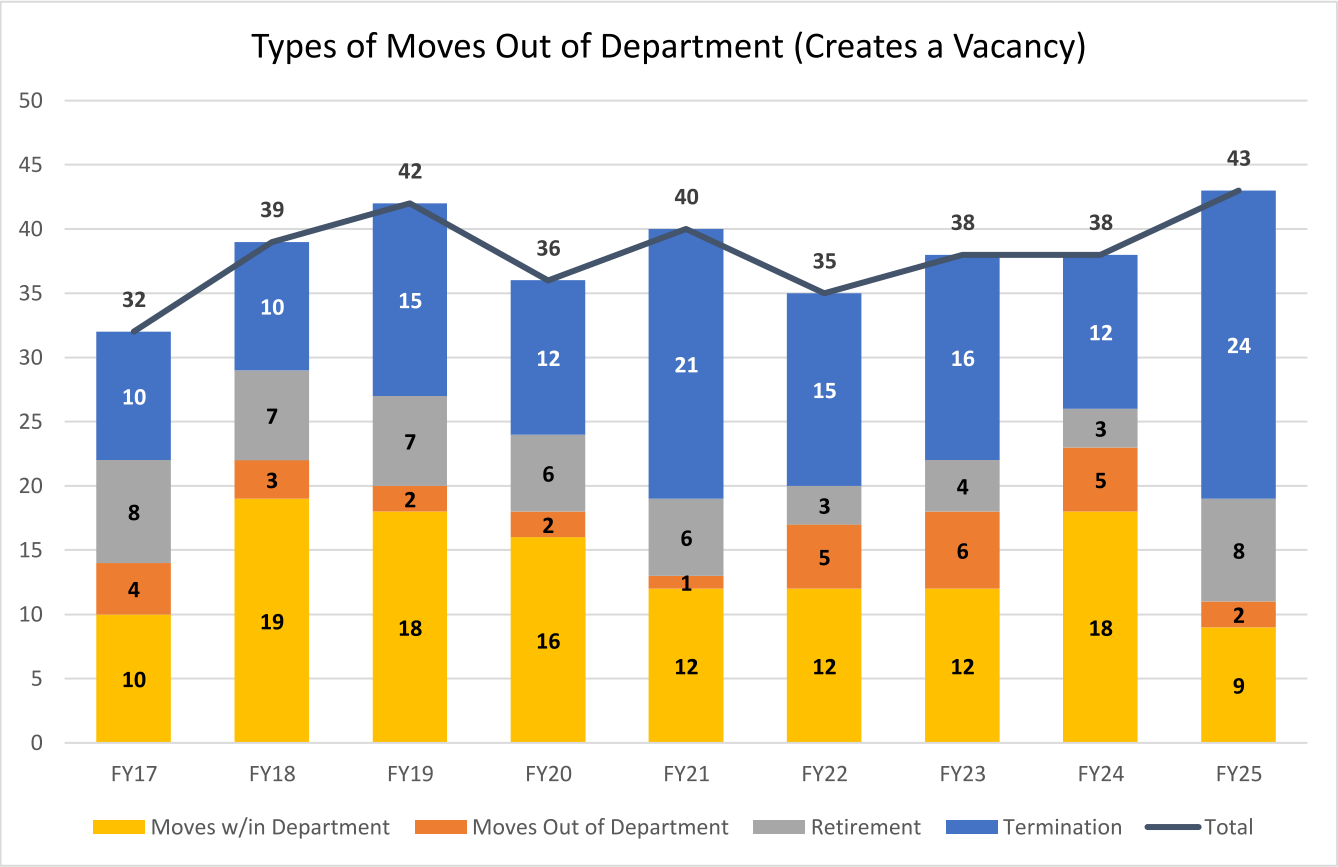


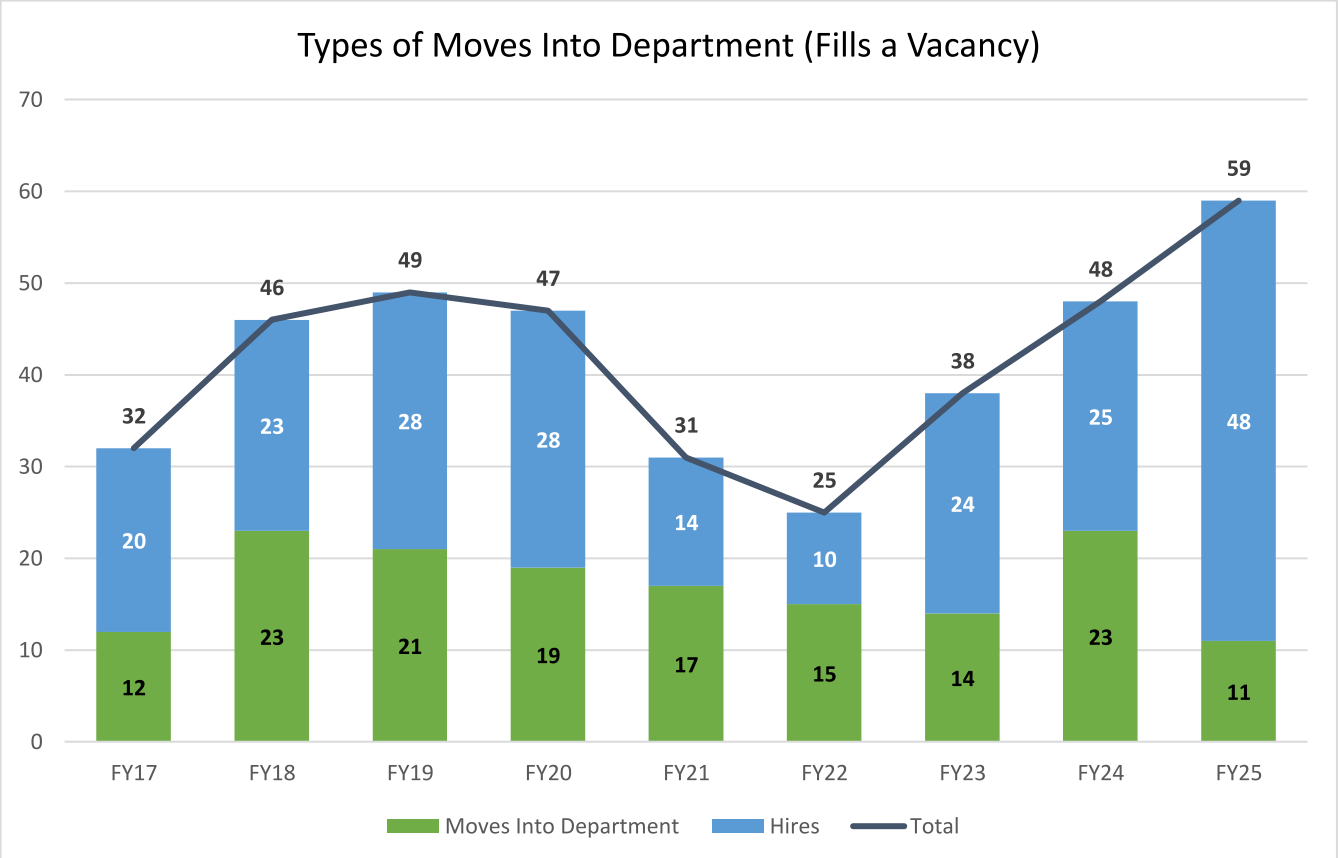
DEPARTMENT OF CORRECTIONS AND REHABILITATION (DCR)



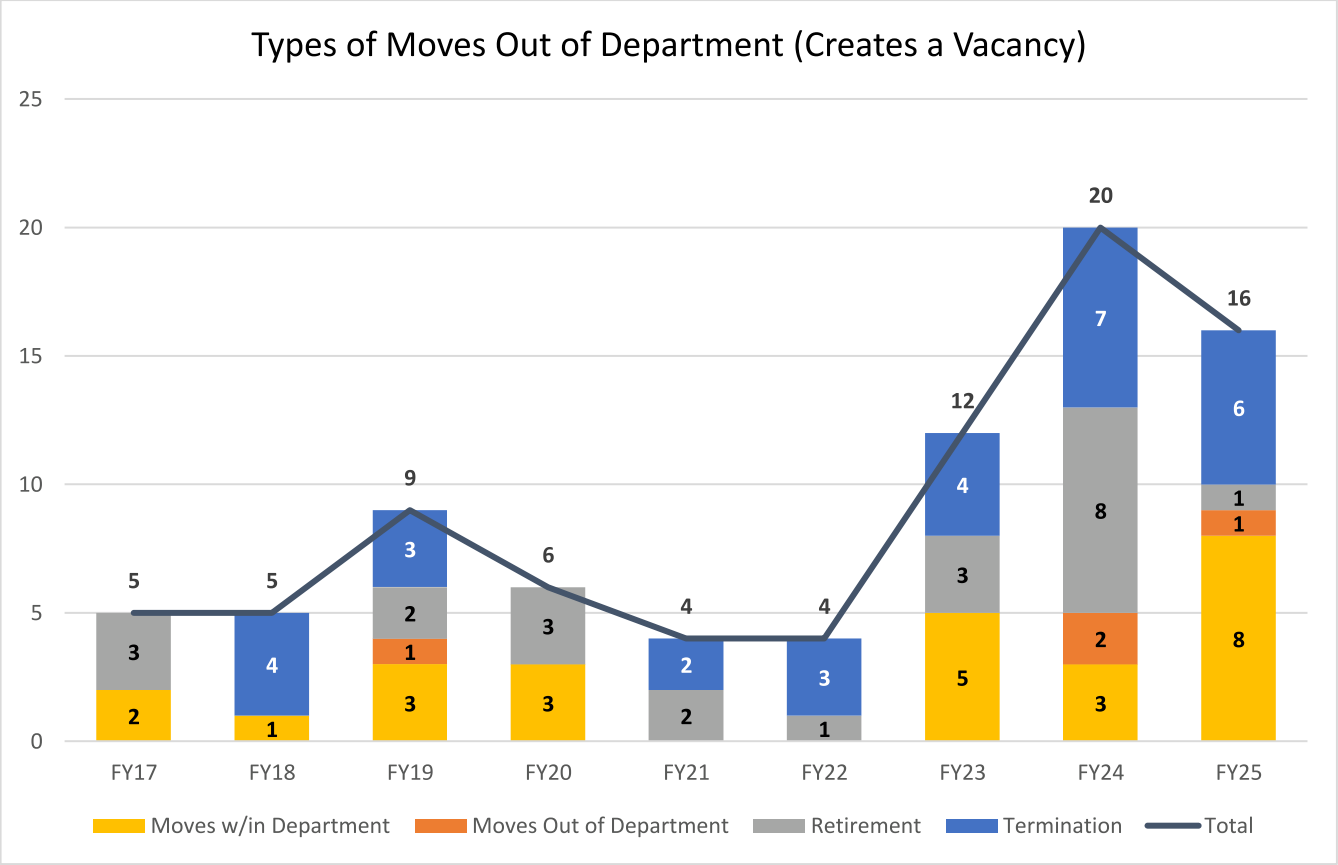


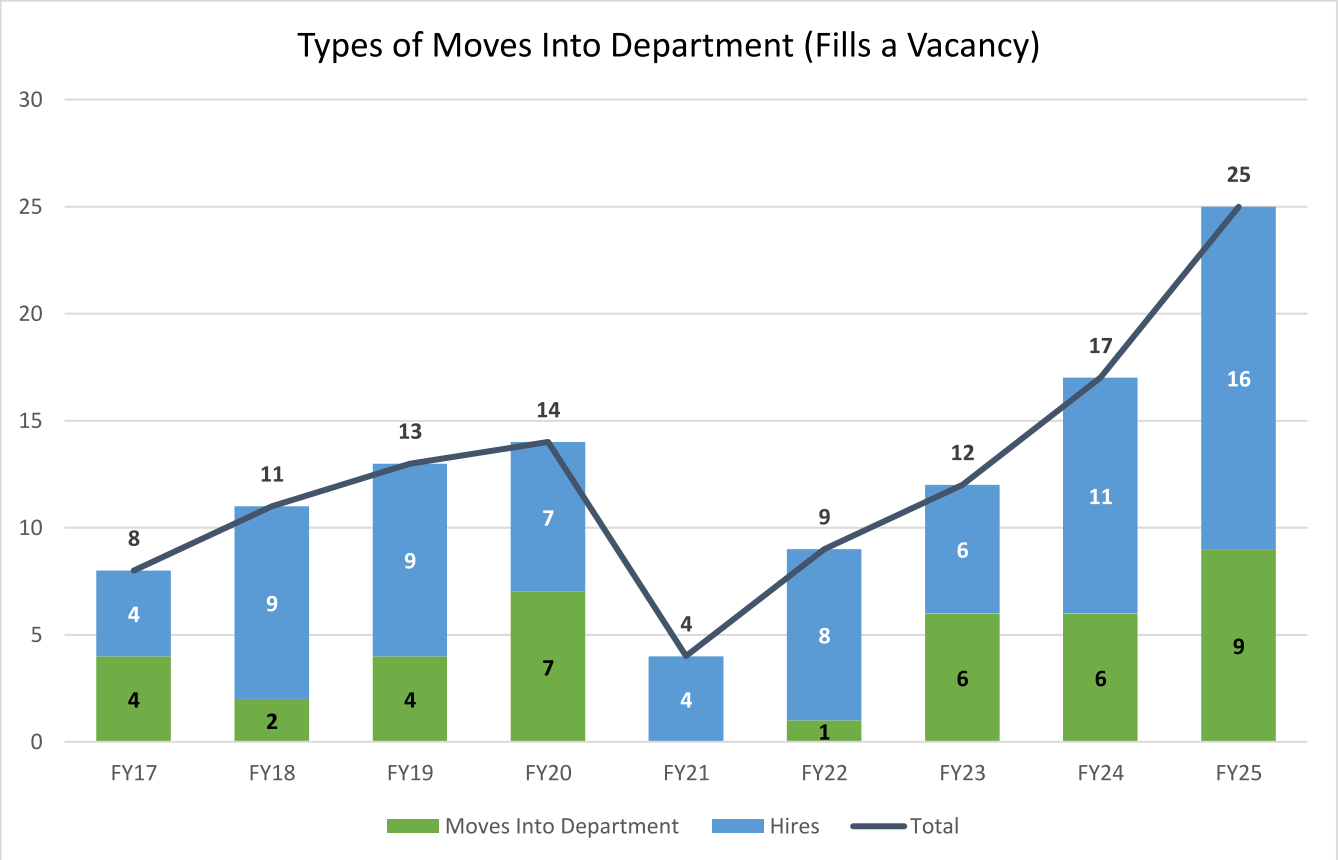
DEPARTMENT OF DEFENSE (DEF)



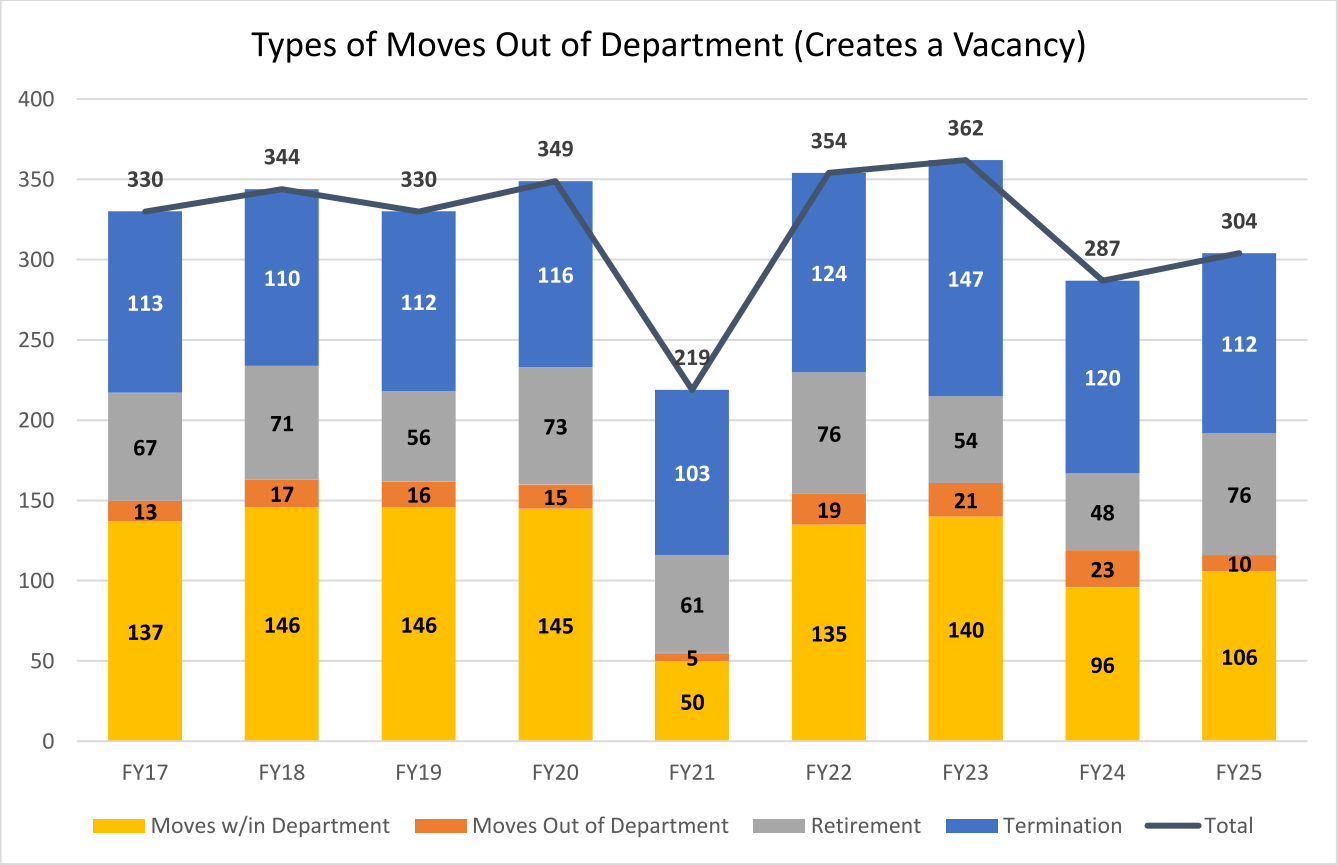


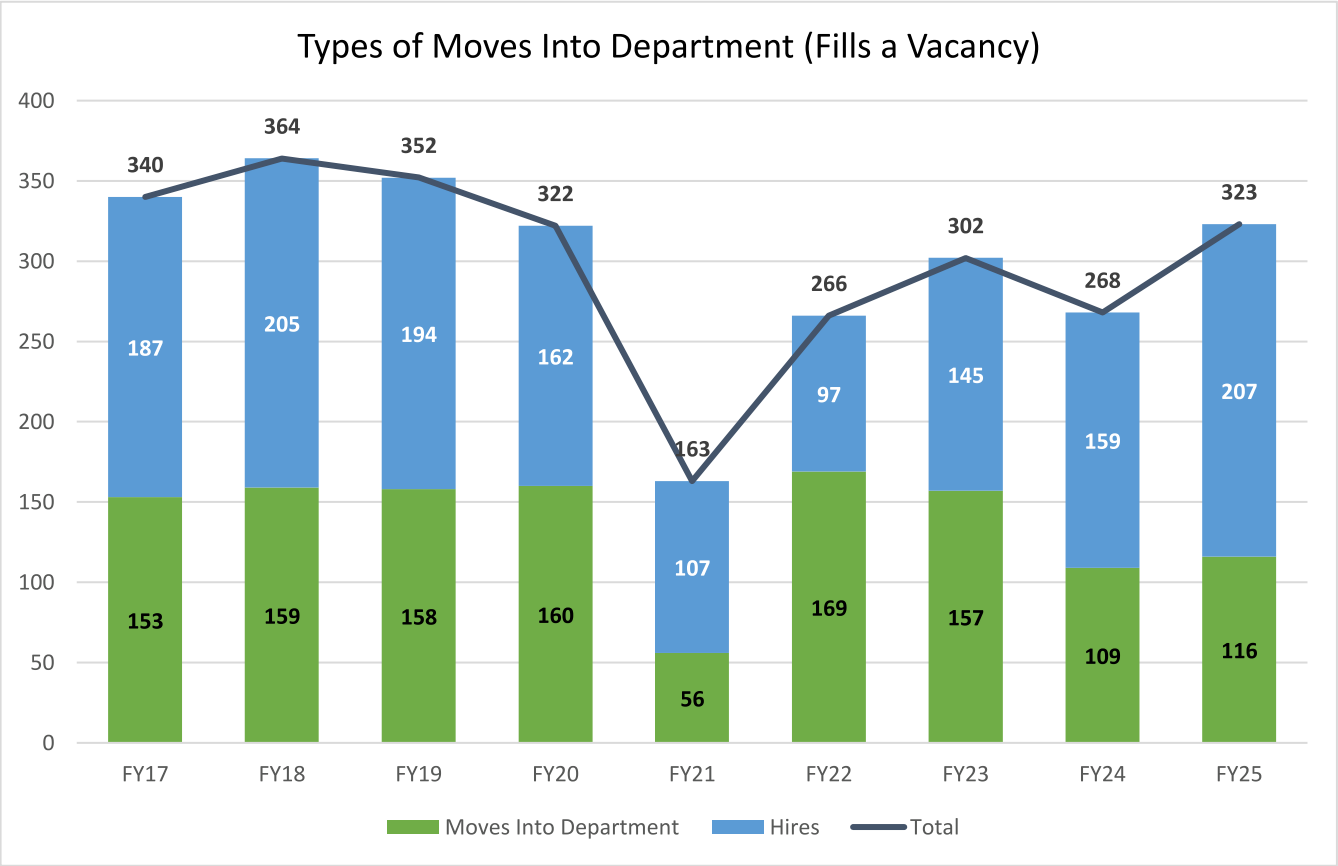
DEPARTMENT OF HAWAIIAN HOME LANDS (HHL)



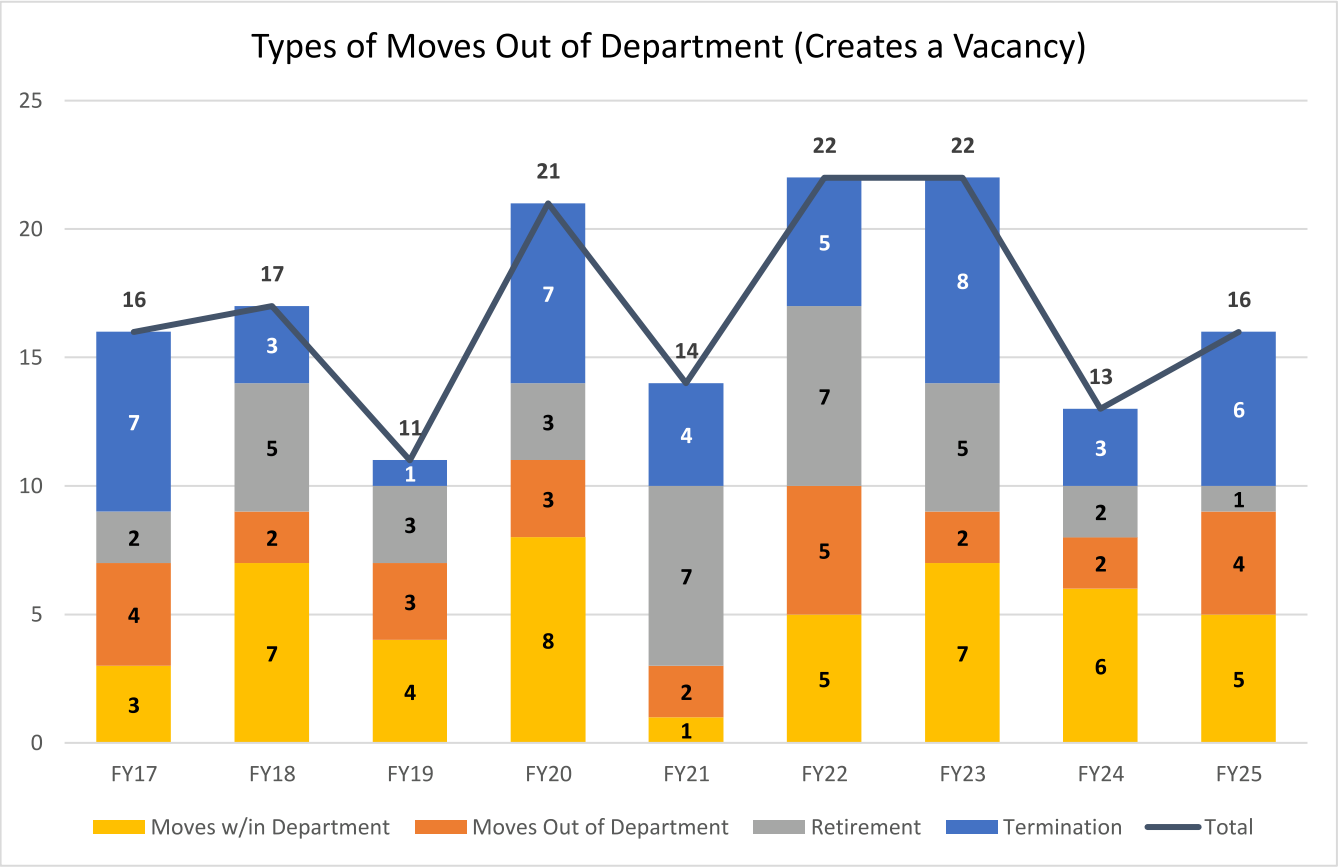


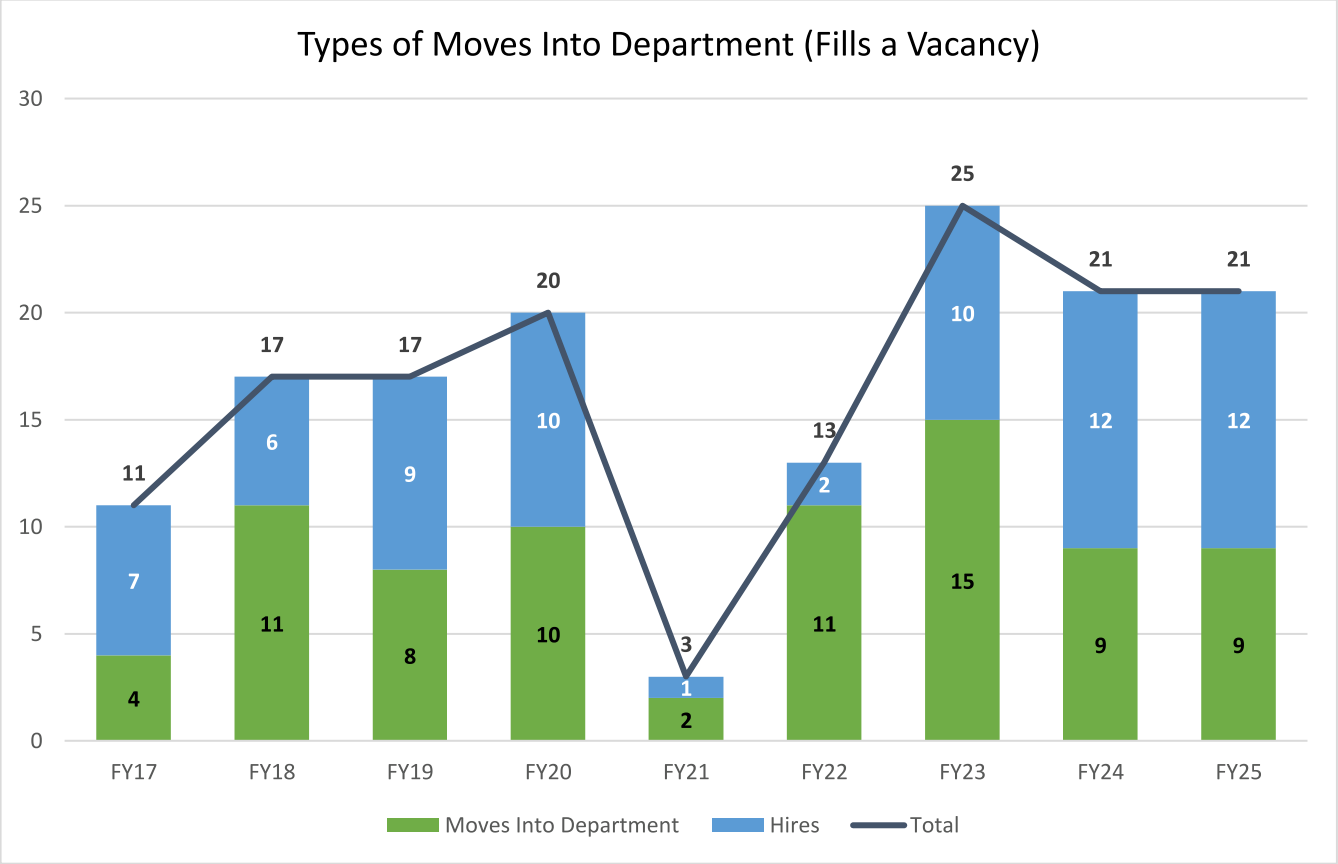
DEPARTMENT OF HUMAN SERVICES (HMS)



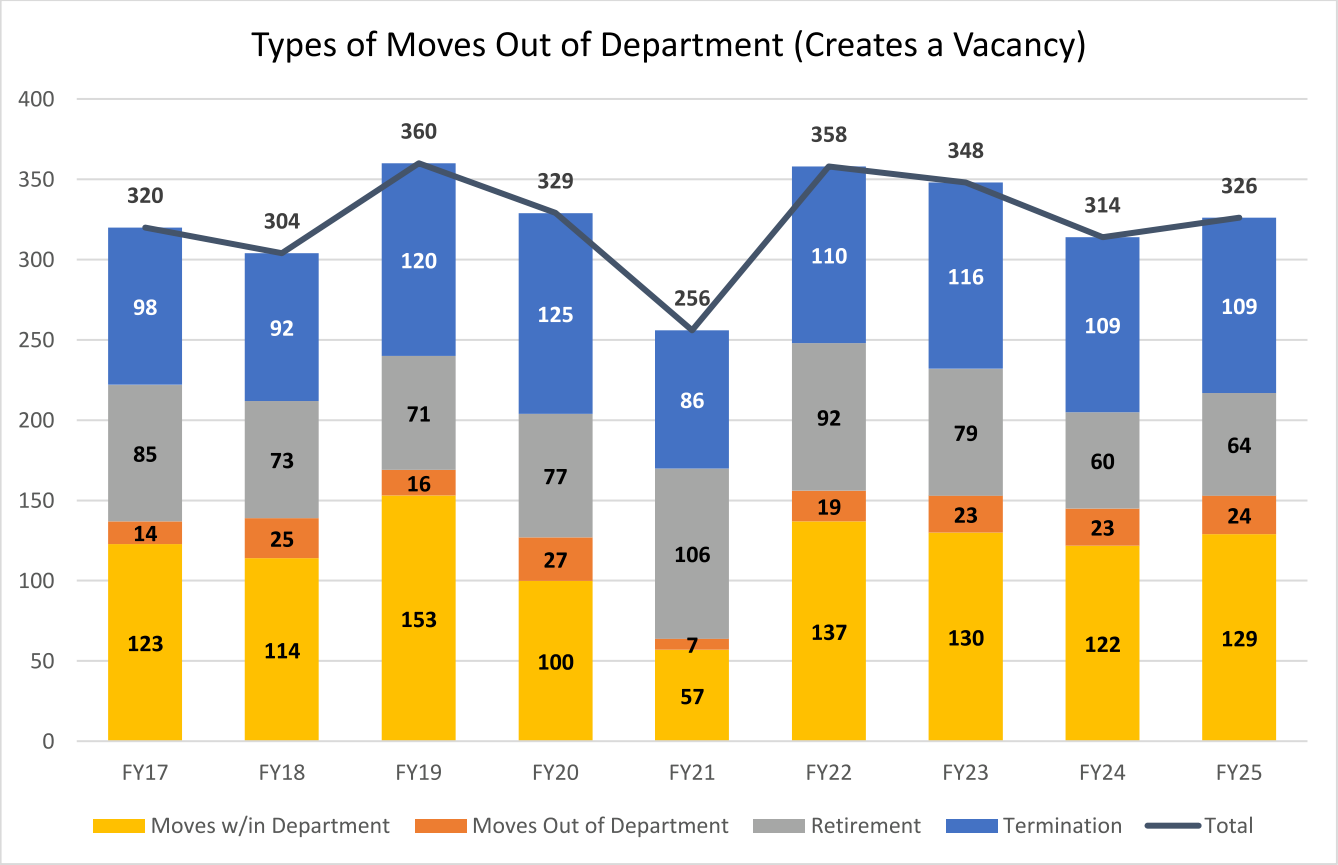


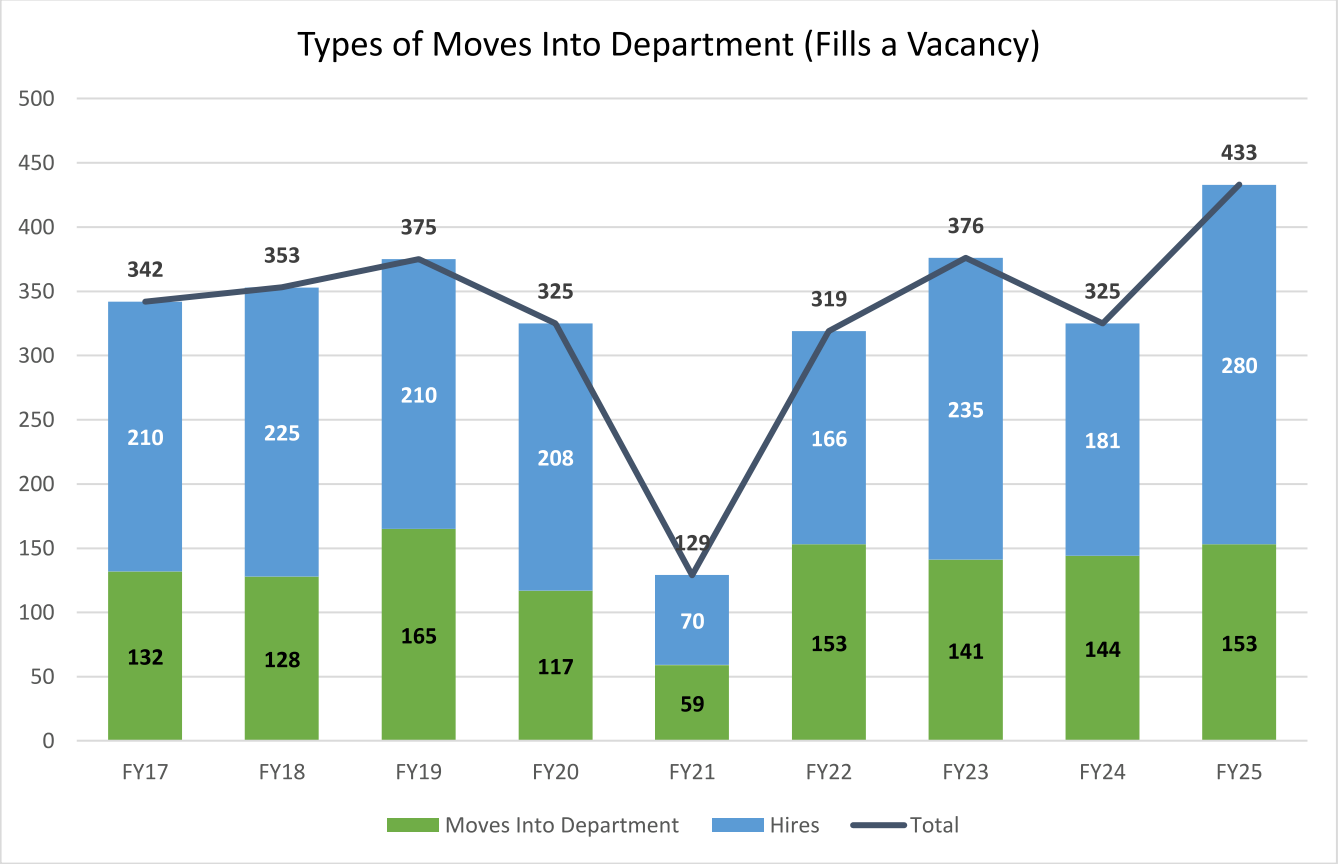
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT (HRD)





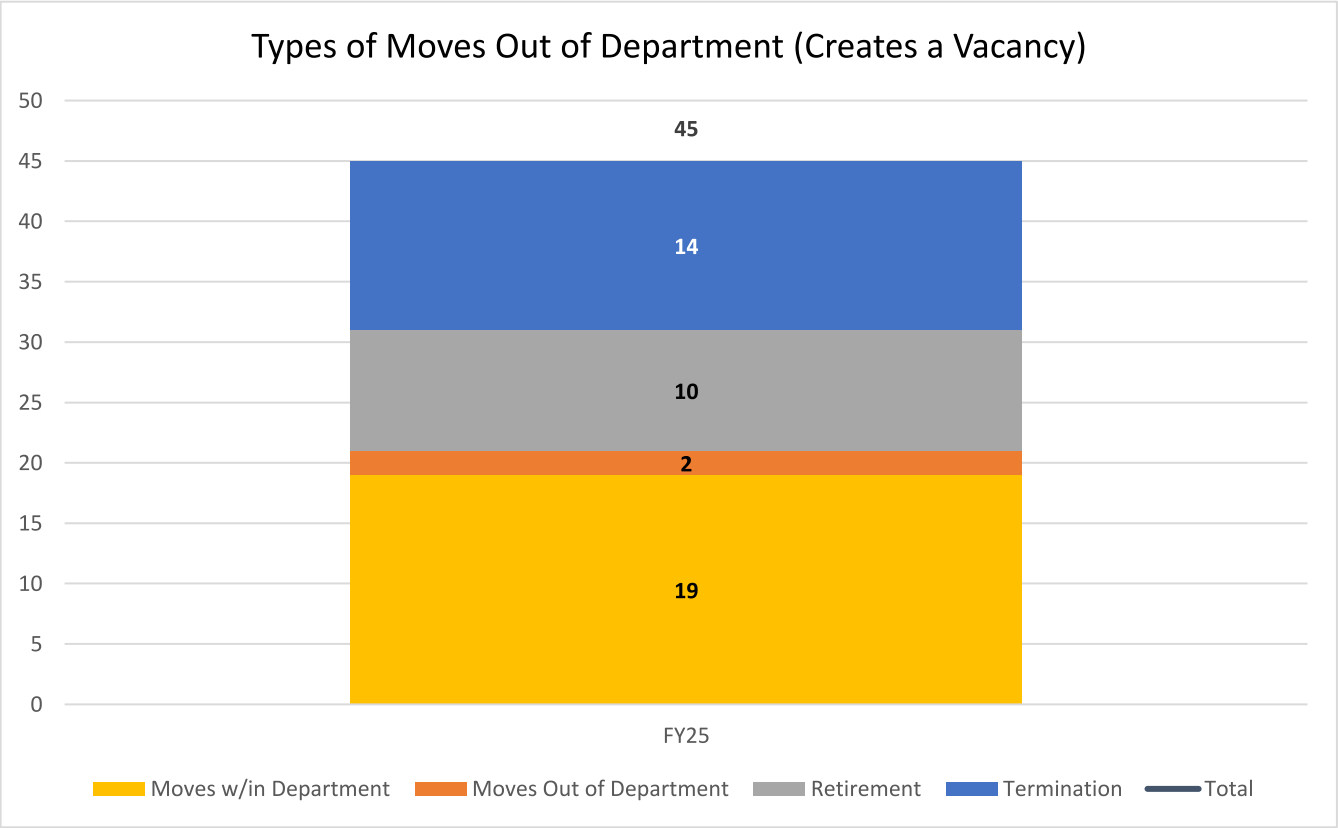
DEPARTMENT OF HEALTH (HTH)

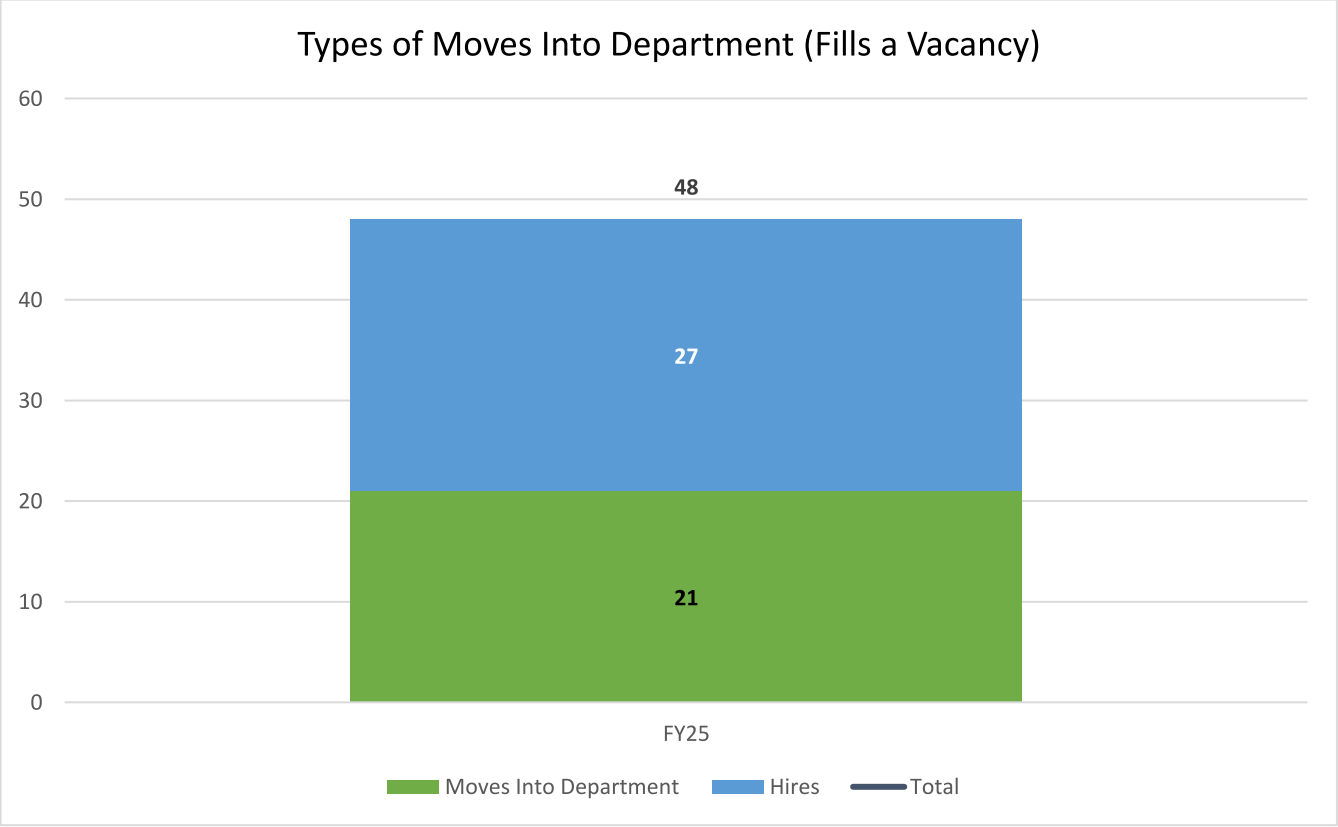




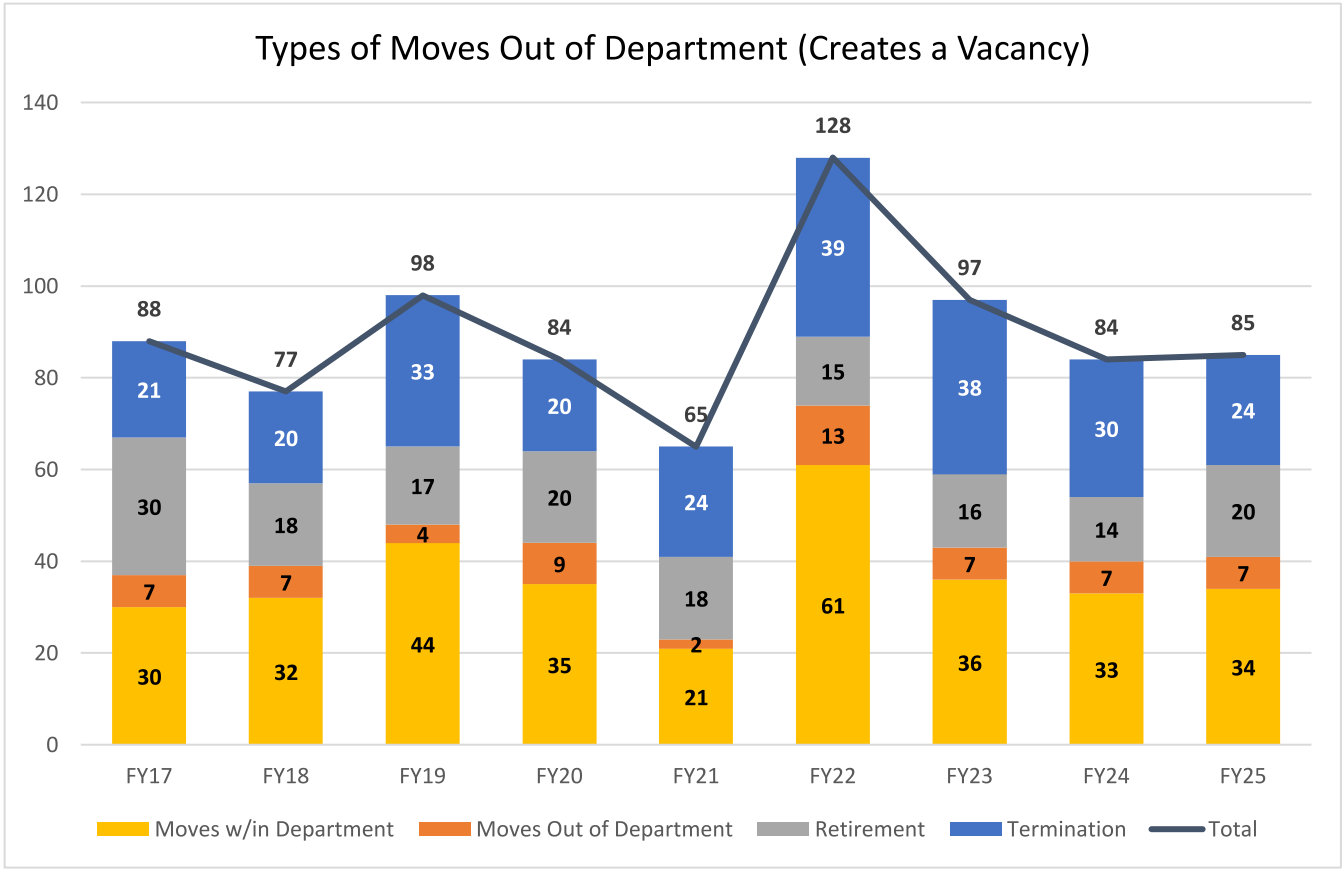
DEPARTMENT OF LAW ENFORCEMENT (LAW)

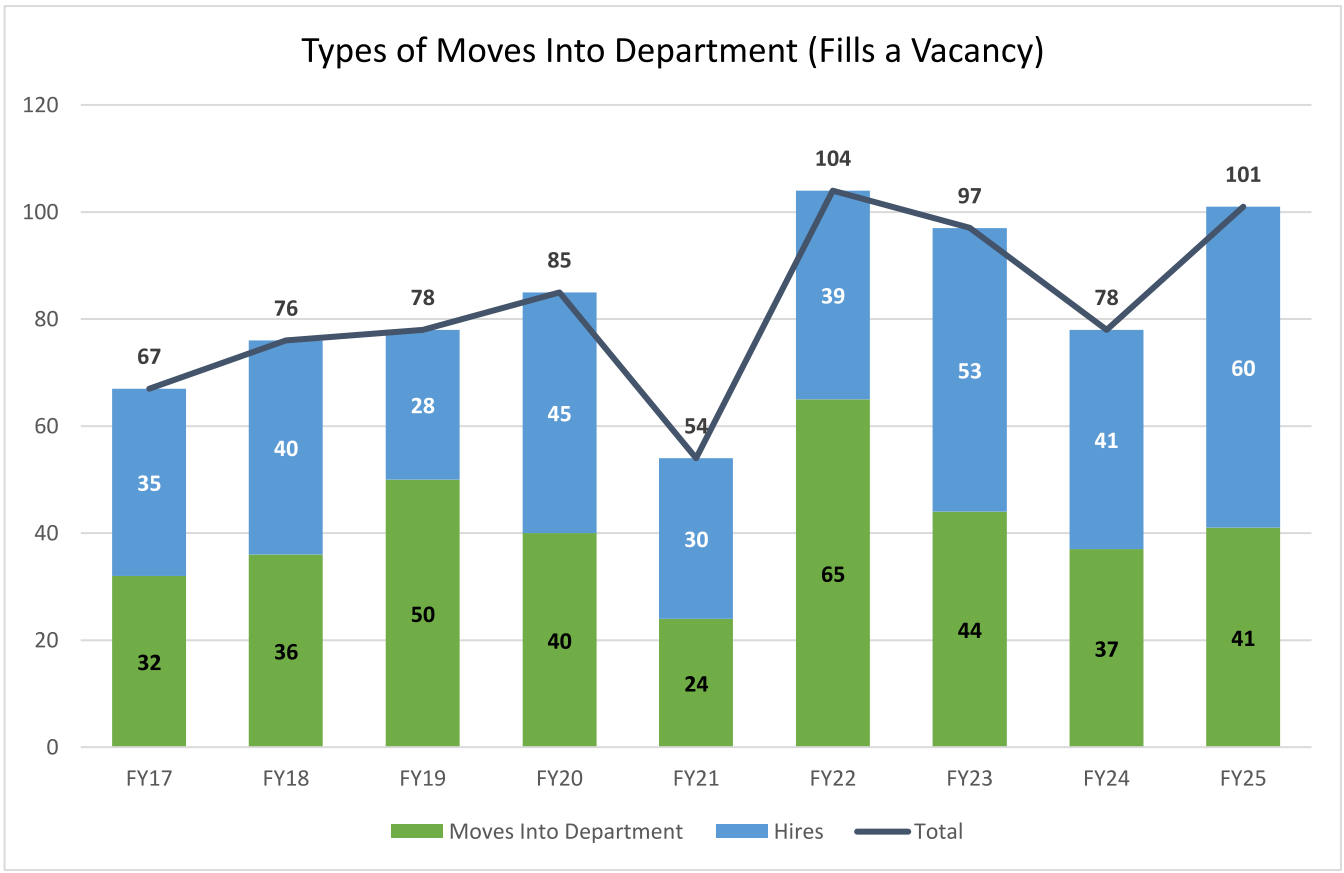
The Department of Law Enforcement was established January 1, 2024 (Act 278, SLH 2022), halfway through FY24, thus accurate data begins in FY25.



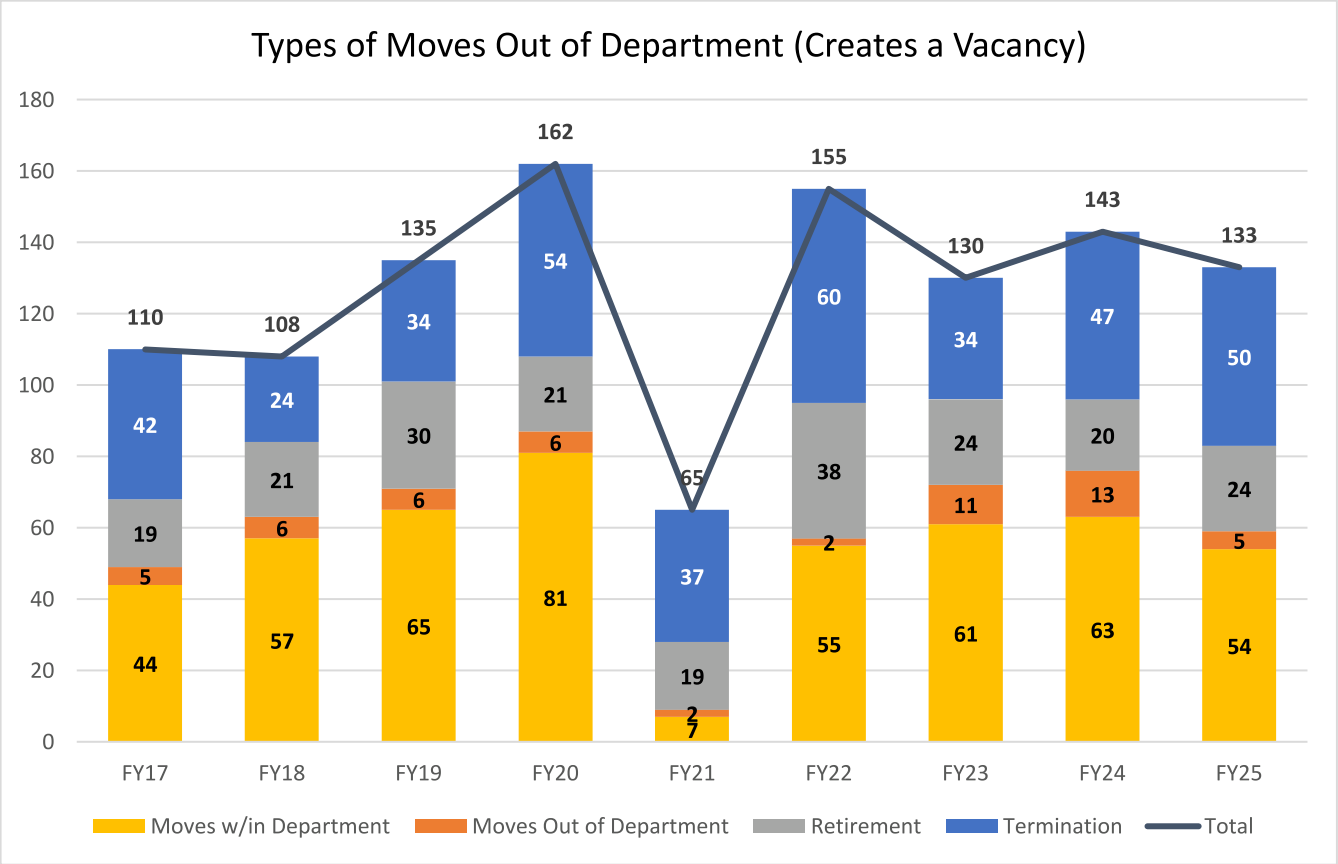


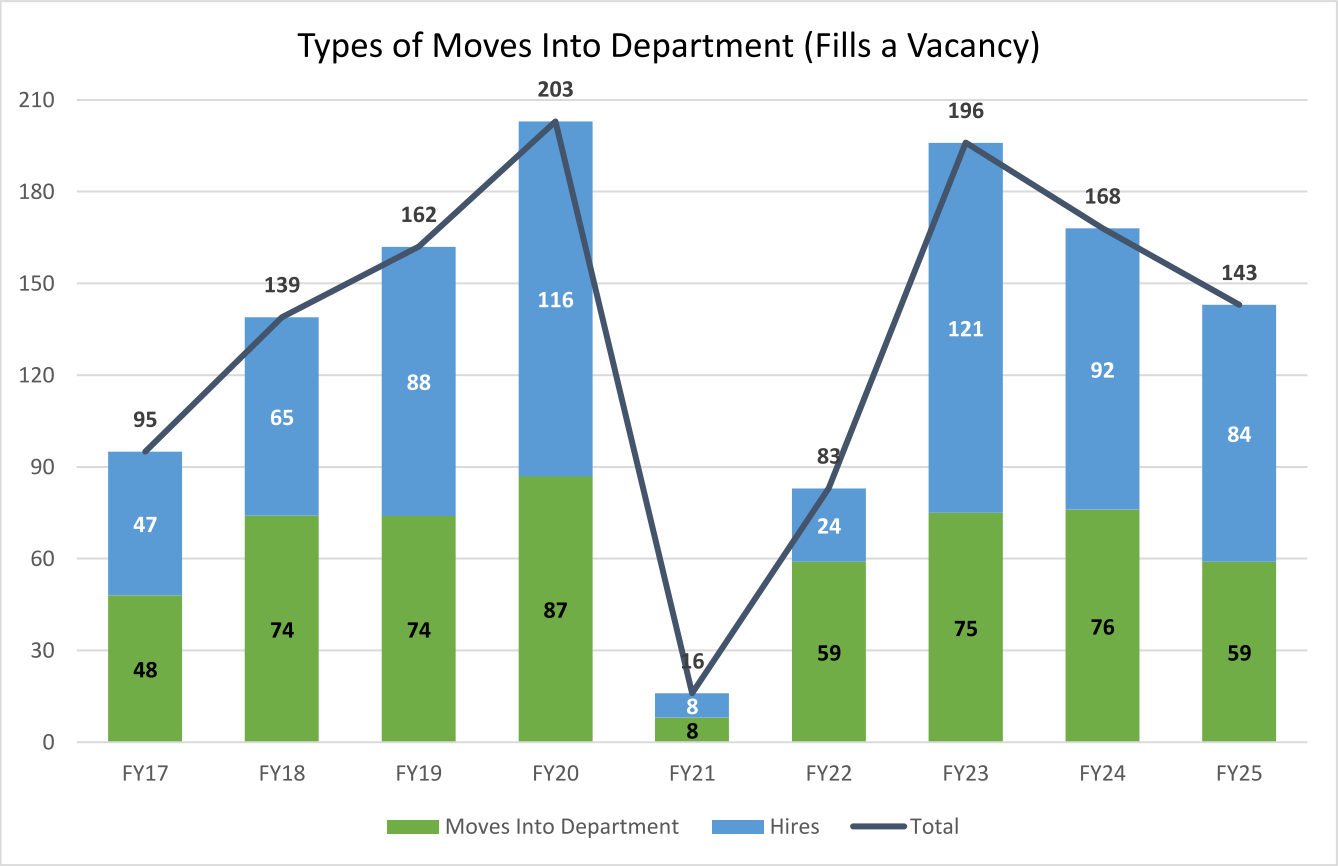
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS (LBR)



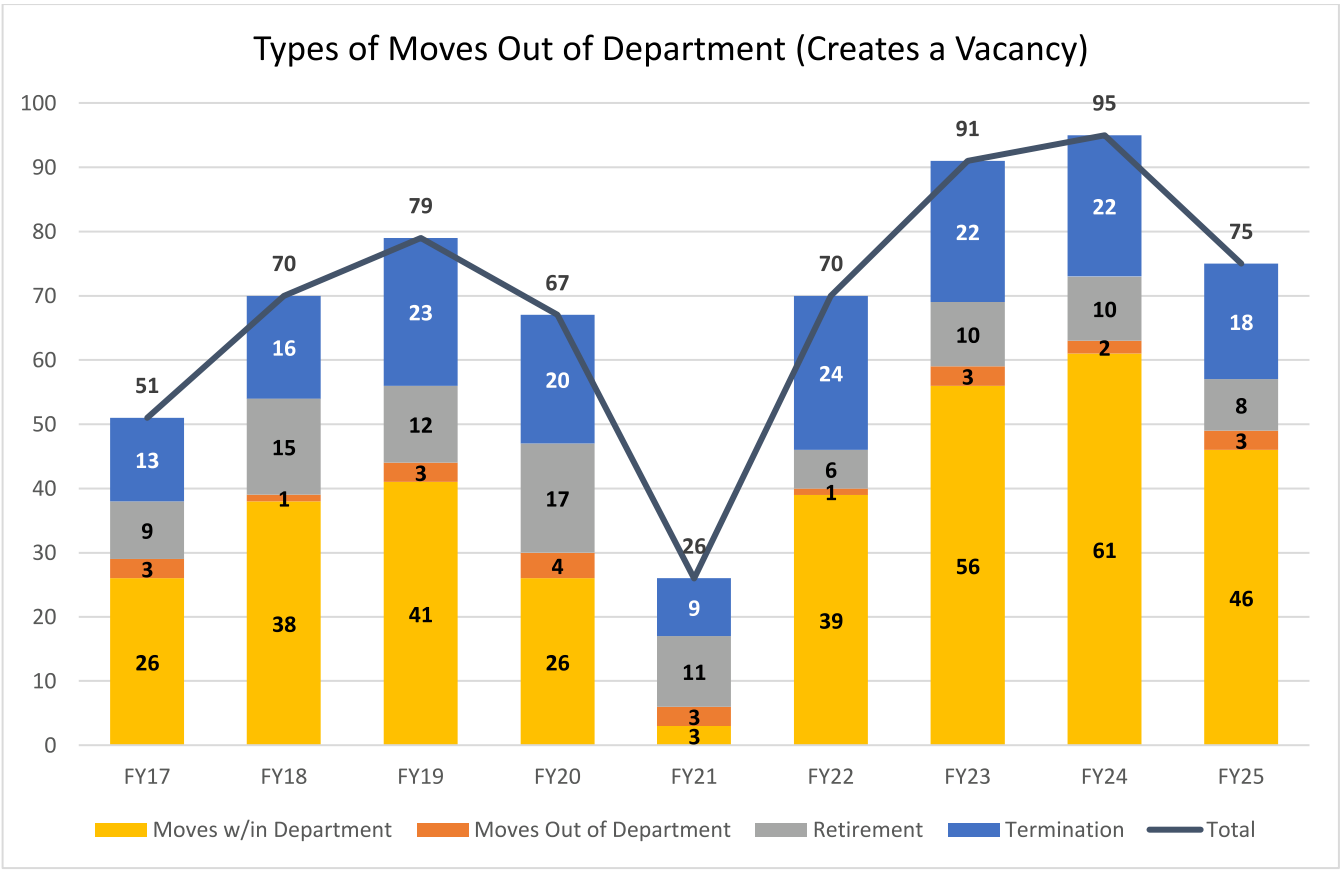


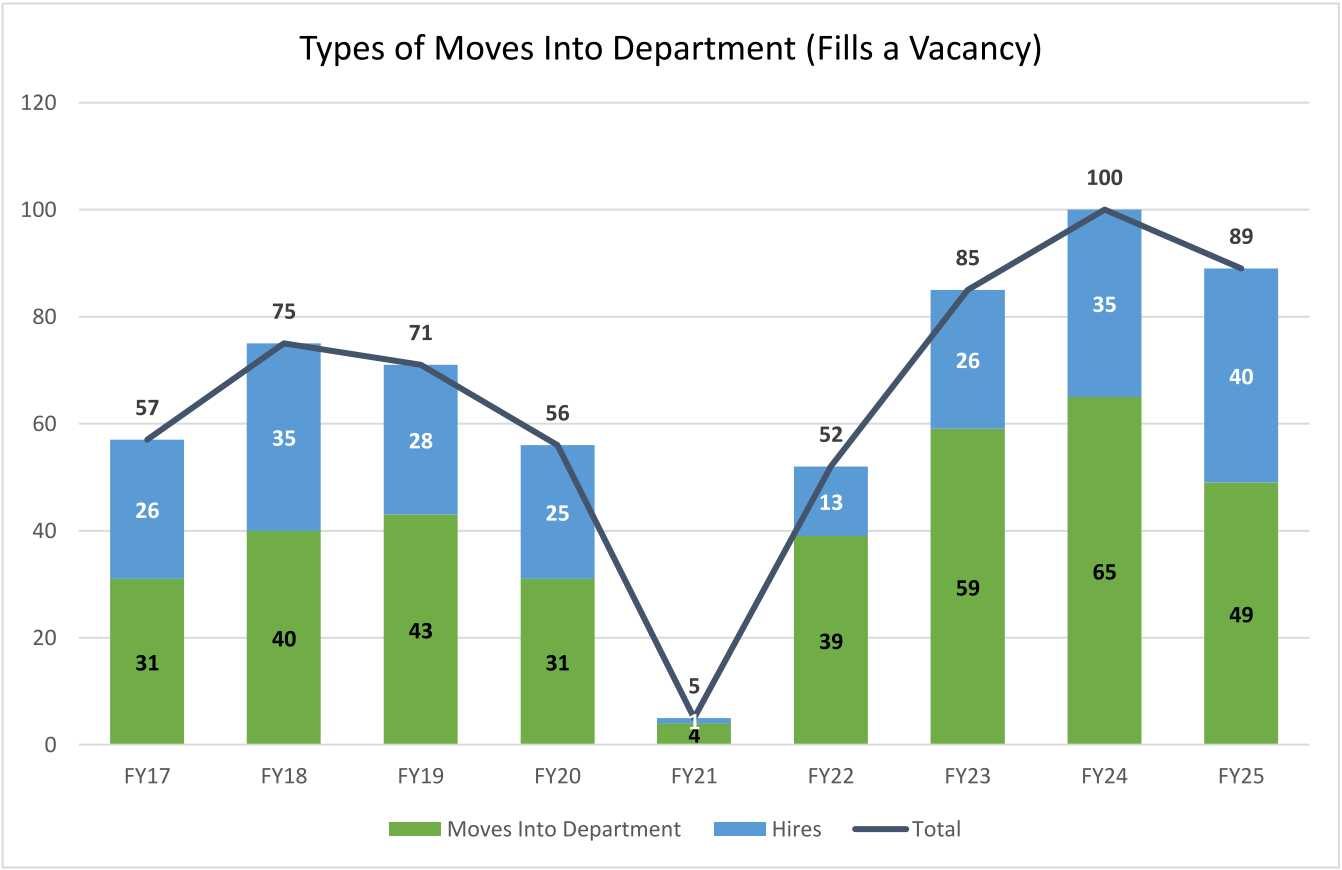
DEPARTMENT OF LAND AND NATURAL RESOURCES (LNR)



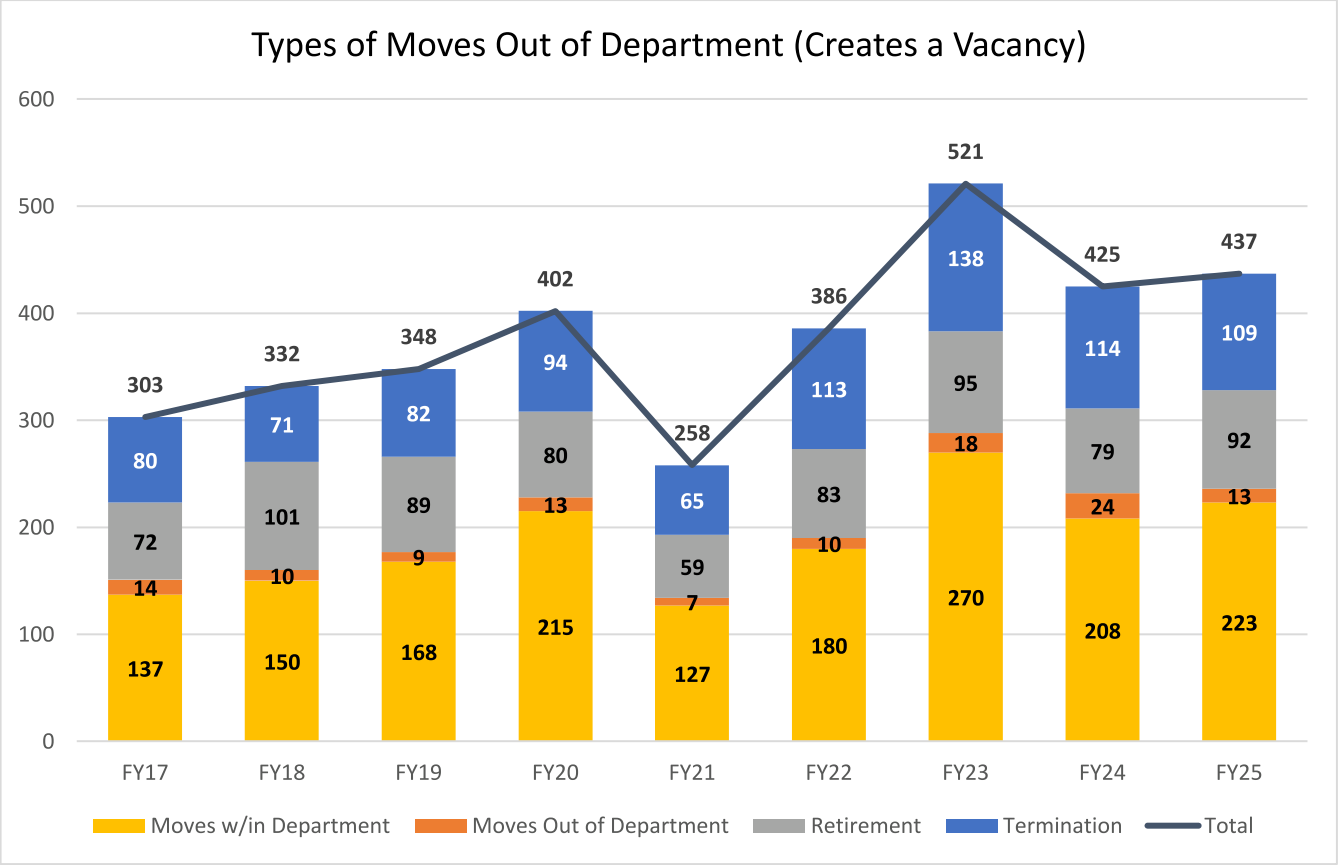


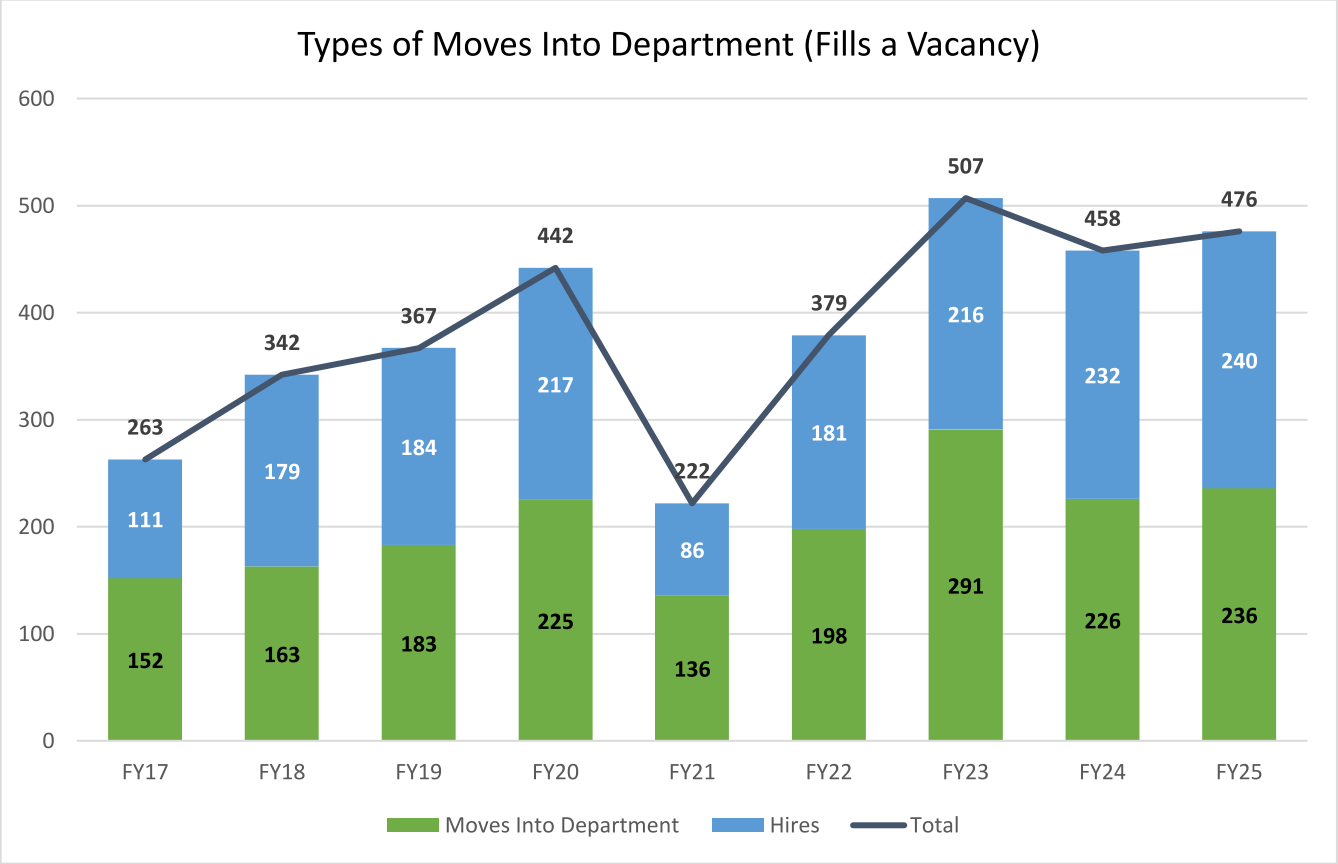
DEPARTMENT OF TAXATION (TAX)





DEPARTMENT OF TRANSPORTATION (TRN)





HAWAII STATE PUBLIC LIBRARY SYSTEM (HSPLS)

