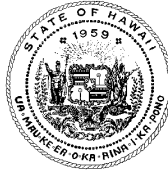


JOSH GREEN, M. D.  
GOVERNOR  
KE KIA'ĀINA

SYLVIA LUKE  
LT. GOVERNOR  
KA HOPE KIA'ĀINA



DEPT. COMM. NO. 95

BRENNA H. HASHIMOTO  
DIRECTOR  
KA LUNA HO'OKELE

BRIAN K. FURUTO  
DEPUTY DIRECTOR  
KA HOPE LUNA HO'OKELE

**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
**KA 'OIHANA HO'OMŌHALA LIMAHANA**

235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

December 11, 2025

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

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

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

For your information and consideration, I am transmitting herewith the 2025 State of Hawaii Executive Branch Workforce Profile Report pursuant to Hawaii Revised Statutes 76-1.5.

In accordance with Hawaii Revised Statutes Section 93-16, 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/workforce-reports/>.

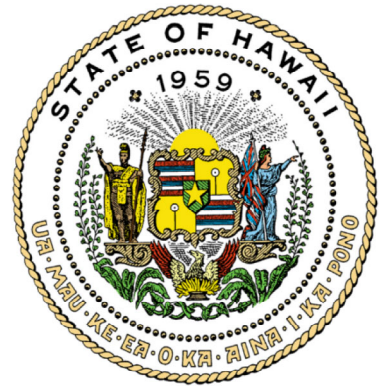
Sincerely,

A handwritten signature in black ink that reads "Brenna H. Hashimoto".

Brenna H. Hashimoto  
Director

Attachment

# State of Hawaii Executive Branch Workforce Profile



Josh Green, M.D.  
Governor  
State of Hawaii

Department of Human Resources Development  
Brenna H. Hashimoto  
Director

Submitted December 2025

Workforce Demographic Data  
as of June 30, 2025  
as required by Hawaii Revised Statutes 76-1.5

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## EXECUTIVE SUMMARY

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Section 76-1.5, Hawaii Revised Statutes, requires the Department of Human Resources Development (DHRD) to compile a profile on the workforce of the entire Executive Branch. The analysis presented in this profile is based on data obtained from the Department of Education (DOE), University of Hawaii (UH), Hawaii Health Systems Corporation (HHSC), in addition to data maintained by DHRD.

The Executive Branch had 48,226 civil service and exempt employees as of June 30, 2025.<sup>1</sup> These employees provide a wide spectrum of vital services to the people of Hawaii, ranging from public education and welfare, to health and safety.

Inquiries regarding the analysis presented in this report may be directed to Preetham Perumallapalli, Personnel Program Manager, DHRD, at (808) 587-1062, Fax (808) 587-1088, or e-mail address [dhrd.erd.pto@hawaii.gov](mailto:dhrd.erd.pto@hawaii.gov).

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<sup>1</sup> Casual hires were not included in this report.

## EXECUTIVE BRANCH WORKFORCE

There are four independent personnel systems in the Executive Branch. They are:

1. The personnel system administered by DHRD, which includes employees in Executive Branch departments in civil service and exempt positions.
2. The DOE system, which includes civil service and exempt employees, employees who provide support services in the classrooms (e.g., educational assistants, speech pathologists, etc.), and teachers and educational officers.
3. The University of Hawaii (UH) system, administered by the Board of Regents, which includes faculty; graduate assistants; lecturers; administrative, professional, and technical staff; and executive/managerial employees. UH's civil service employees are included in the UH personnel data system but are employed pursuant to DHRD policies, procedures, and oversight.
4. The personnel system administered by the Hawaii Health Systems Corporation (HHSC), which includes employees in civil service and exempt positions.

PERSONNEL SYSTEMS	COUNT OF EMPLOYEES	PERCENT OF TOTAL WORKFORCE
<b>Department of Human Resources Development (DHRD)</b>		
Civil Service Employees	12,260	25.42%
Exempt Employees	2,306	4.78%
<b>Department of Human Resources Development Total:</b>	14,566	30.20%
<b>Department of Education (DOE)</b>		
Civil Service Employees	2,996	6.21%
Exempt Employees	2,247	4.66%
Support Services Personnel	2,815	5.84%
Teachers & Educational Officers	13,976	28.98%
<b>Department of Education Employees Total*:</b>	22,034	45.69%
<b>University of Hawaii (UH)</b>		
Administrative, Professional & Technical Staff	2,738	5.68%
Civil Service and Exempt	985	2.04%
Executive/Managerial	223	0.46%
Faculty	3,126	6.48%
Graduate Assistants**	1,414	2.93%
Lecturers	***	
<b>University of Hawaii Employees Total***:</b>	8,486	17.60%
<b>Hawaii Health Systems Corporation (HHSC)</b>		
Civil Service Employees	2,978	6.18%
Exempt Employees	162	0.34%
<b>Hawaii Health Systems Corporation Total:</b>	3,140	6.51%
<b>TOTAL WORKFORCE</b>	48,226	100.00%

\*Does not include Public Charter School employees.

\*\*Graduate Assistants are full-time graduate students in degree granting programs working as non-permanent, part-time teaching or research assistants.

\*\*\*UH employs approximately 1,300 lecturers during the academic school year. Lecturers are not normally employed by UH on June 30 and are not included in the above counts. However, during the academic school year, lecturers are a significant part of UH's workforce.

## EXECUTIVE BRANCH WORKFORCE

**Gender distribution of employees in the Executive Branch. Numbers do not add up to total workforce due to unreported gender.**

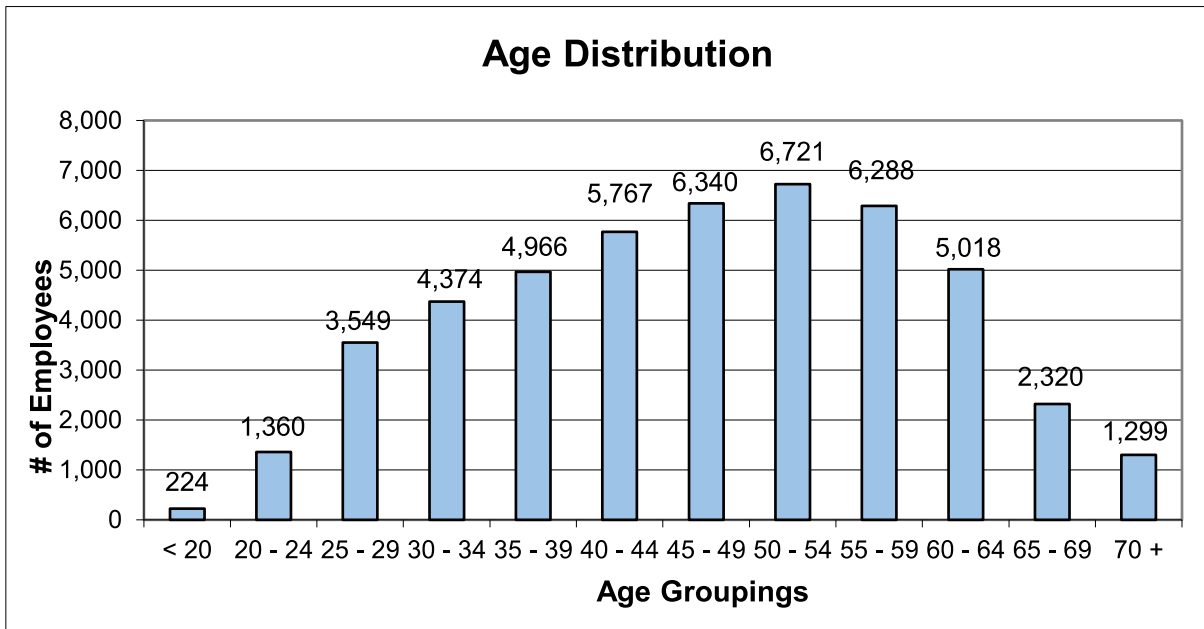
Gender Distribution	47,668	100%
Female	29,913	63%
Male	17,755	37%

**Bargaining unit distribution of employees covered by collective bargaining in the Executive Branch.**

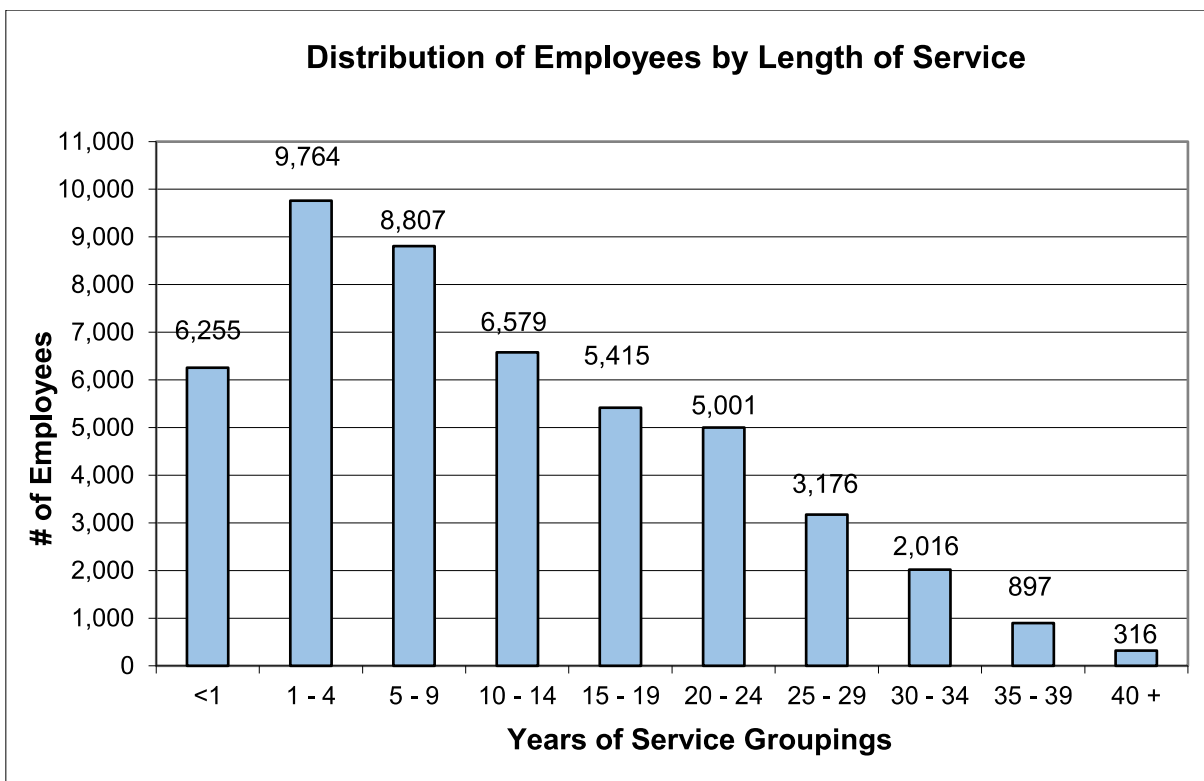
Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	4,743	9.83%
02	HGEA	Blue Collar, Supvry	419	0.87%
03	HGEA	White Collar, Non-Supvry	8,170	16.94%
04	HGEA	White Collar, Supvry	543	1.13%
05	HSTA	DOE Teachers	12,576	26.08%
06	HGEA	DOE Educational Officers	1,054	2.19%
07	UHPA	UH Faculty	2,931	6.08%
08	HGEA	UH Administrative, Professional, and Technical	2,615	5.42%
09	HGEA	Registered Professional Nurses	1,393	2.89%
10	UPW	Institutional, Health and Correctional Workers	2,258	4.68%
11	HFFA	Firefighters	215	0.45%
13	HGEA	Professional & Scientific	5,784	11.99%
14	HGEA	State Law Enforcement Officers	418	0.87%
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			43,119	89.41%
Total Workforce: 48,226				

## EXECUTIVE BRANCH WORKFORCE

Age distribution of employees in the Executive Branch.



Length of service of employees in the Executive Branch. Numbers do not add up to the total workforce due to unreported service dates.



## EXECUTIVE BRANCH WORKFORCE

**Five-year projection of the number of employees in the Executive Branch who will be eligible for retirement by the end of fiscal year 2029-2030 (i.e., ending June 30, 2030).**

TOTAL NUMBER OF EMPLOYEES IN THE EXECUTIVE BRANCH	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY25)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2030	PERCENT OF EXECUTIVE BRANCH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2030
		FY26	FY27	FY28	FY29	FY30		
48,226	6,085	1,162	1,215	1,239	1,239	1,292	12,232*	25.36%

\*Assumes no retirements of eligible employees prior to 06/30/2030.



# PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

## Number of employees in the personnel system administered by DHRD.

DEPARTMENT	CIVIL SERVICE	EXEMPT	TOTAL	PERCENT OF TOTAL HRD WORKFORCE
ACCOUNTING & GENERAL SERVICES	555	109	664	4.56%
AGRICULTURE	242	11	253	1.74%
ATTORNEY GENERAL	381	261	642	4.41%
BUDGET & FINANCE	184	152	336	2.31%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	124	217	341	2.34%
COMMERCE & CONSUMER AFFAIRS	240	199	439	3.01%
CORRECTIONS AND REHABILITATION	1,797	60	1,857	12.75%
DEFENSE	214	193	407	2.79%
GOVERNOR	0	55	55	0.38%
HAWAIIAN HOME LANDS	75	67	142	0.97%
HEALTH	2,285	237	2,522	17.31%
HI STATE PUBLIC LIBRARIES SYSTEM	453	5	458	3.14%
HUMAN RESOURCES DEVELOPMENT	79	15	94	0.65%
HUMAN SERVICES	1,611	119	1,730	11.88%
LABOR & INDUSTRIAL RELATIONS	369	370	739	5.07%
LAND & NATURAL RESOURCES	750	86	836	5.74%
LAW ENFORCEMENT	379	17	396	2.72%
LIEUTENANT GOVERNOR	0	16	16	0.11%
TAXATION	301	28	329	2.26%
TRANSPORTATION	2,221	89	2,310	15.86%
TOTAL:	12,260	2,306	14,566	100.00%

## Gender distribution of employees in the personnel system administered by DHRD. The numbers do not add up to the total workforce due to unreported gender.

DEPARTMENT	TOTAL NUMBER OF EMPLOYEES	FEMALE		MALE	
		COUNT OF EMPLOYEES	PERCENT	COUNT OF EMPLOYEES	PERCENT
ACCOUNTING & GENERAL SERVICES	661	244	36.91%	417	63.09%
AGRICULTURE	250	103	41.20%	147	58.80%
ATTORNEY GENERAL	638	395	61.91%	243	38.09%
BUDGET & FINANCE	335	189	56.42%	146	43.58%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	339	193	56.93%	146	43.07%
COMMERCE & CONSUMER AFFAIRS	438	285	65.07%	153	34.93%
CORRECTIONS & REHABILITATION	1,853	651	35.13%	1,202	64.87%
DEFENSE	406	146	35.96%	260	64.04%
GOVERNOR	53	36	67.92%	17	32.08%
HAWAIIAN HOME LANDS	142	95	66.90%	47	33.10%
HEALTH	2,494	1,617	64.84%	877	35.16%
HI STATE PUBLIC LIBRARIES SYSTEM	454	337	74.23%	117	25.77%
HUMAN RESOURCES DEVELOPMENT	92	68	73.91%	24	26.09%
HUMAN SERVICES	1,714	1,211	70.65%	503	29.35%
LABOR & INDUSTRIAL RELATIONS	733	433	59.07%	300	40.93%
LAND & NATURAL RESOURCES	831	316	38.03%	515	61.97%
LAW ENFORCEMENT	395	62	15.70%	333	84.30%
LIEUTENANT GOVERNOR	16	10	62.50%	6	37.50%
TAXATION	327	203	62.08%	124	37.92%
TRANSPORTATION	2,299	720	31.32%	1,579	68.68%
TOTAL:	14,470	7,314	50.55%	7,156	49.45%

## PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

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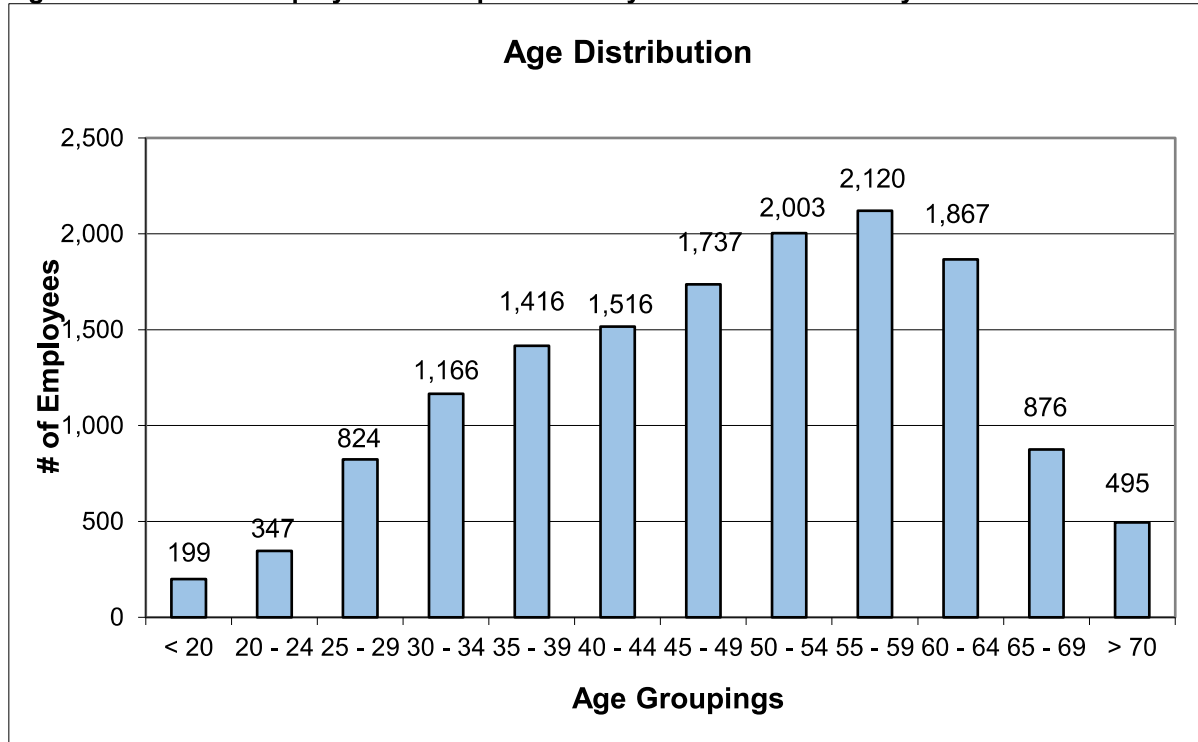
**Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by DHRD.**

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	1,883	12.93%
02	HGEA	Blue Collar, Supvry	164	1.13%
03	HGEA	White Collar, Non-Supvry	3,026	20.77%
04	HGEA	White Collar, Supvry	223	1.53%
09	HGEA	Registered Professional Nurses	439	3.01%
10	UPW	Institutional, Health and Correctional Workers	1,456	10.00%
11	HFFA	Firefighters	215	1.48%
13	HGEA	Professional & Scientific	4,474	30.72%
14	HGEA	State Law Enforcement Officers	418	2.87%
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			12,298	84.43%

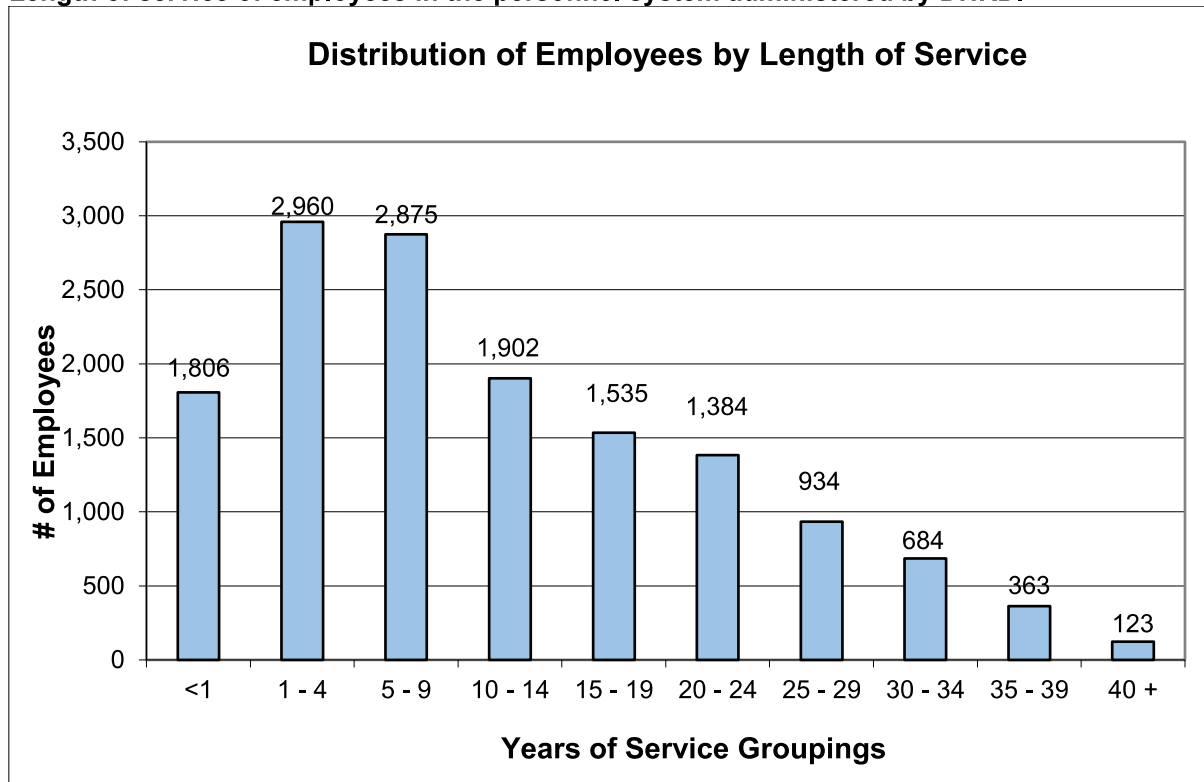
Total Workforce: 14,566

# PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

**Age distribution of employees in the personnel system administered by DHRD**



**Length of service of employees in the personnel system administered by DHRD.**



# PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

**Five-year projection of the number of employees in the personnel system administered by DHRD who will be eligible for retirement by the end of fiscal year 2029-2030 (i.e., ending June 30, 2030).**

DEPARTMENT	TOTAL NUMBER OF EMPLOYEES IN THE PERSONNEL SYSTEM ADMINISTERED BY DHRD	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY25)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2030	PERCENT OF DEPARTMENTAL WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2030
			FY26	FY27	FY28	FY29	FY30		
ACCOUNTING & GENERAL SERVICES	664	129	19	20	22	27	32	249	37.50%
AGRICULTURE	253	45	6	7	8	9	10	85	33.60%
ATTORNEY GENERAL	642	127	16	16	23	27	20	229	35.67%
BUDGET & FINANCE	336	41	7	5	7	12	6	78	23.21%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	341	53	9	8	9	8	7	94	27.57%
COMMERCE & CONSUMER AFFAIRS	439	61	15	16	16	23	15	146	33.26%
CORRECTIONS & REHABILITATION	1,857	346	61	60	49	49	56	621	33.44%
DEFENSE	407	35	10	10	10	11	7	83	20.39%
GOVERNOR	55	1	0	0	0	1	0	2	3.64%
HAWAIIAN HOME LANDS	142	17	0	3	4	7	7	38	26.76%
HEALTH	2,522	331	71	86	55	74	67	684	27.12%
HI STATE PUBLIC LIBRARIES SYSTEM	458	85	10	12	13	13	12	145	31.66%
HUMAN RESOURCES DEVELOPMENT	94	23	0	2	2	2	0	29	30.85%
HUMAN SERVICES	1,730	292	45	52	40	47	50	526	30.40%
LABOR & INDUSTRIAL RELATIONS	739	70	8	10	18	14	16	136	18.40%
LAND & NATURAL RESOURCES	836	108	19	18	21	25	25	216	25.84%
LAW ENFORCEMENT	396	50	5	8	10	13	16	102	25.76%
LIEUTENANT GOVERNOR	16	1	0	0	0	0	0	1	6.25%
TAXATION	329	62	9	6	10	11	11	109	33.13%
TRANSPORTATION	2,310	380	70	70	78	88	63	749	32.42%
TOTALS:	14,566	2,257	380	409	395	461	420	4,322*	29.67%

\*Assumes no retirements of eligible employees prior to 06/30/2030.

## DEPARTMENT OF EDUCATION WORKFORCE OVERVIEW

DOE's workforce includes three groups of employees—civil service and exempt employees, support services personnel, and teachers and educational officers.

Total Workforce	22,034	100%
Civil Service & Exempt	5,243	24%
Support Services Personnel *	2,815	13%
Teachers & Educational Officers	13,976	63%

\* Includes exempt positions as provided for in §76-16 (b)(11)(B), such as educational assistants, athletic trainers, and speech pathologists.

Gender distribution of employees in the personnel system administered by the DOE. Numbers do not add up to the total workforce due to unreported gender.

Gender Distribution	21,574	100%
Female	15,593	72%
Male	5,981	28%

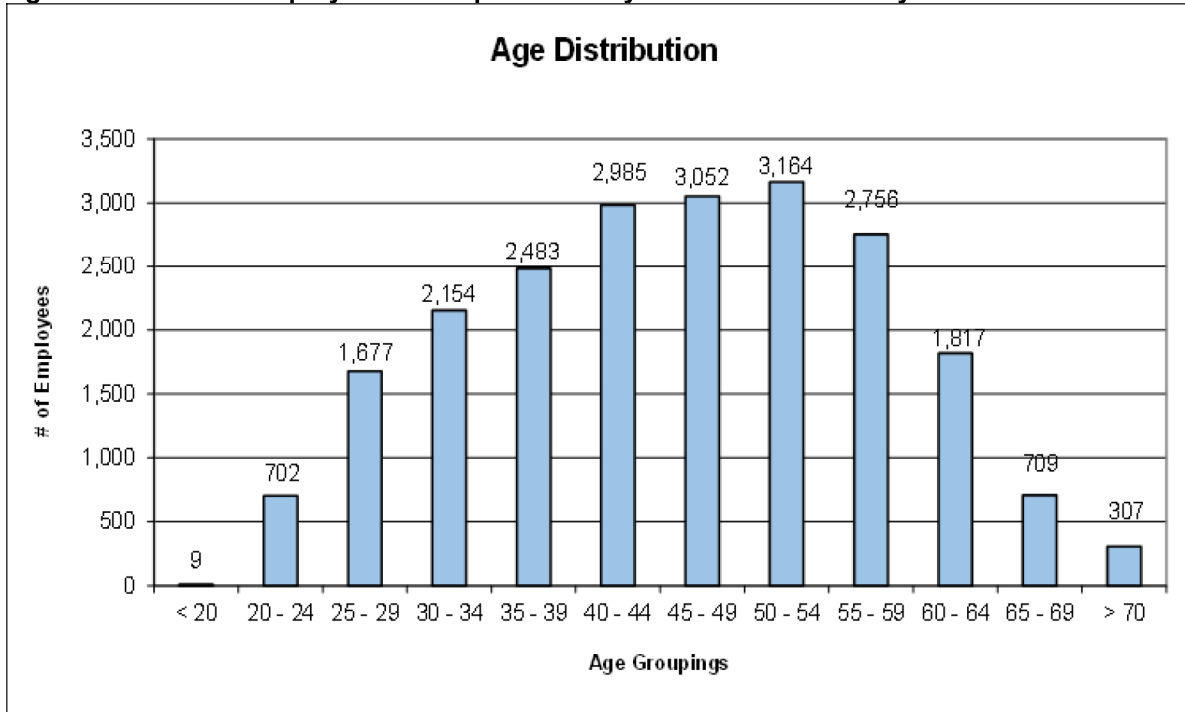
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by the DOE.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Suprvy	1,982	9.00%
02	HGEA	Blue Collar, Suprvy	226	1.03%
03	HGEA	White Collar, Non-Suprvy	4,347	19.73%
04	HGEA	White Collar, Suprvy	261	1.18%
05	HSTA	BOE Teachers	12,576	57.08%
06	HGEA	BOE Educational Officers	1,054	4.78%
09	HGEA	Registered Prof'l Nurses	20	0.09%
10	UPW	Institutional, Health and Correctional Workers	28	0.13%
13	HGEA	Professional & Scientific	985	4.47%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			21,479	97.48%

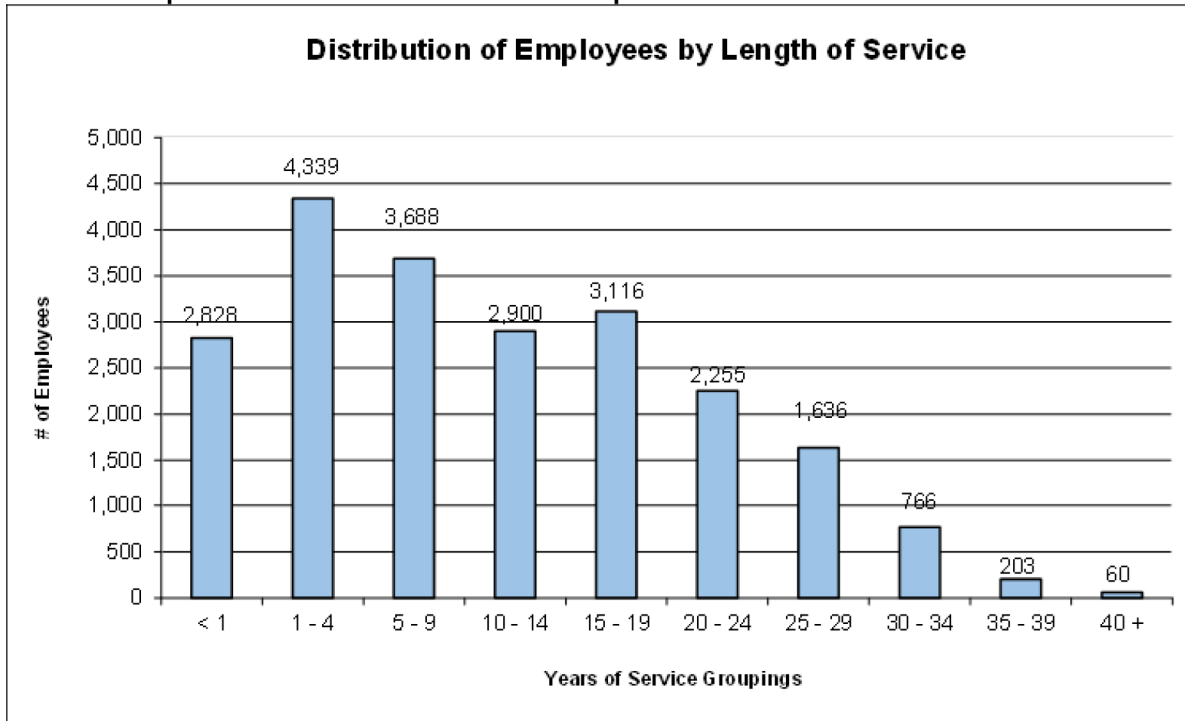
Total Workforce: 22,034

## DEPARTMENT OF EDUCATION WORKFORCE OVERVIEW

**Age distribution of employees in the personnel system administered by the DOE.**



**Length of service of employees in the personnel system administered by the DOE. Numbers do not add up to the total workforce due to unreported service dates.**



## DEPARTMENT OF EDUCATION WORKFORCE OVERVIEW

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**Five-year projection of the number of employees in the personnel system administered by the DOE who will be eligible for retirement by the end of fiscal year 2029-2030 (i.e., ending June 30, 2030).**

DEPARTMENT OF EDUCATION	TOTAL NUMBER OF EMPLOYEES IN THE DOE WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY25)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2030	PERCENT OF DOE WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2030
			FY26	FY27	FY28	FY29	FY30		
Civil Service & Exempt	5,243	666	127	161	152	147	150	1,403	26.76%
Support Services Personnel	2,815	348	57	74	90	65	82	716	25.44%
Certificated	13,976	1,471	406	365	385	350	380	3,357	24.02%
TOTALS:	22,034	2,485	590	600	627	562	612	5,476*	24.85%

\*Assumes no retirements of eligible employees prior to 06/30/2030.

## UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

The University of Hawaii workforce includes six groups of employees—administrative, professional and technical staff; civil service and exempt employees; executive/managerial; faculty; graduate assistants; and lecturers.

Workforce	8,486	100%
Administrative, Professional & Technical Staff	2,738	32.3%
Civil Service & Exempt*	985	11.6%
Executive/Managerial	223	2.6%
Faculty	3,126	36.8%
Graduate Assistants**	1,414	16.7%
Lecturers	***	0.0%

\*UH's civil service and exempt employees are included in the UH personnel data system but are employed pursuant to DHRD policies and procedures.

\*\*Graduate assistants are full-time graduate students in degree granting programs working as non-permanent, part-time teaching or research assistants.

\*\*\*The University of Hawaii employs approximately 1,300 lecturers during the academic school year. Lecturers are not normally employed by UH on June 30. However, during the academic school year, lecturers are a significant part of UH's workforce.

**Gender distribution of employees in the personnel system administered by the University of Hawaii.**

Gender Distribution	8,486	100%
Female	4,654	55%
Male	3,832	45%



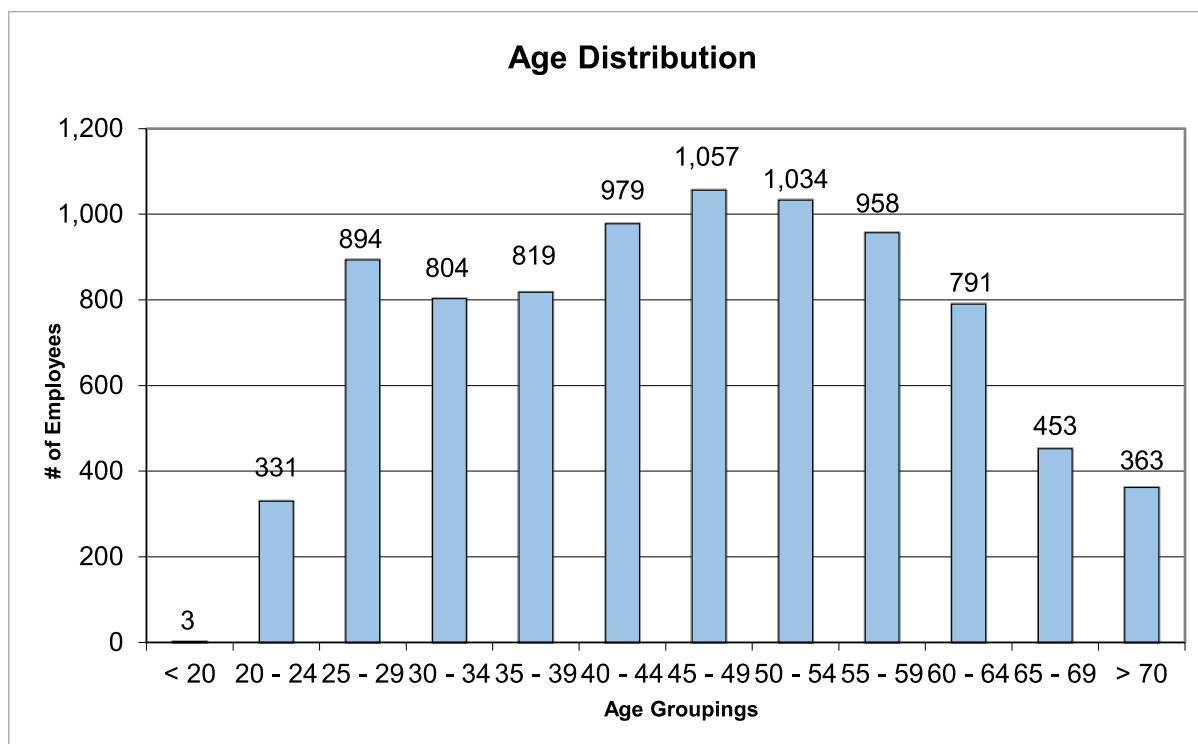
# UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

**Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by UH.**

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Suprvy	486	5.73%
02	HGEA	Blue Collar, Suprvy	13	0.15%
03	HGEA	White Collar, Non-Suprvy	351	4.14%
04	HGEA	White Collar, Suprvy	39	0.46%
07	UHPA	Faculty	2,931	34.54%
08	HGEA	Administrative, Professional, & Technical	2,615	30.82%
09	HGEA	Registered Prof'l Nurses	9	0.11%
10	UPW	Institutional, Health and Correctional Workers	2	0.02%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			6,446	75.96%

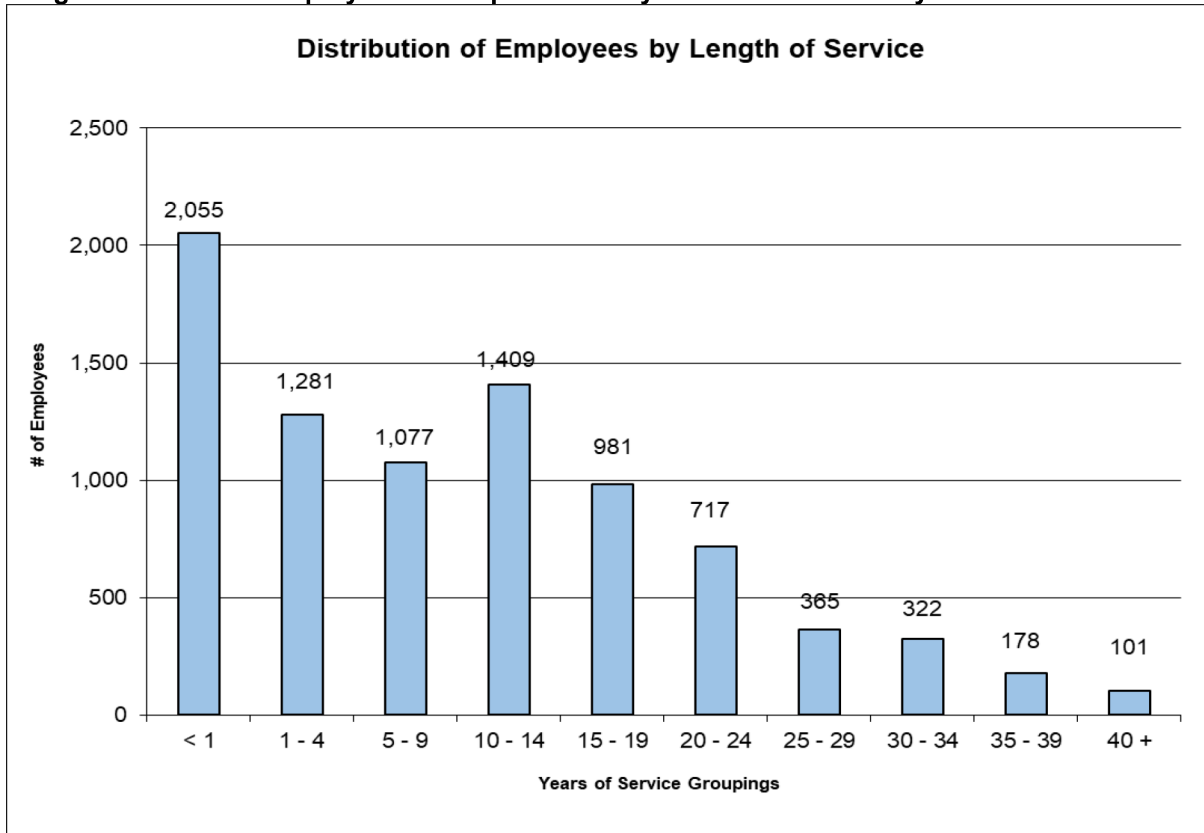
Total Workforce: 8,486

**Age distribution of employees in the personnel system administered by UH.**



## UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

**Length of service of employees in the personnel system administered by UH.**



# UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

**Five-year projection on the number of employees in the personnel system administered by UH who will be eligible for retirement by the end of fiscal year 2029-2030 (i.e., ending June 30, 2030).**

UNIVERSITY OF HAWAII	TOTAL NUMBER OF EMPLOYEES IN THE UH WORKFORCE*	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY25)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2030	PERCENT OF THE UH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2030
			FY26	FY27	FY28	FY29	FY30		
ADMINISTRATIVE, PROFESSIONAL & TECHNICAL	2,738	297	49	52	69	55	70	592	21.62%
CIVIL SERVICE & EXEMPT	985	216	28	30	30	20	27	351	35.63%
EXECUTIVE/ MANAGERIAL	223	53	2	6	8	9	13	91	40.81%
FACULTY	3,126	590	67	71	68	88	83	967	30.93%
TOTALS:	7,072	1,156	146	159	175	172	193	2,001**	28.29%

\* Graduate Assistants are not eligible for retirement benefits. As a result, they are not included in this analysis.

\*\* Assumes no retirements of eligible employees prior to 06/30/2030.

## HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

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**Number of employees in the personnel system administered by HHSC.**

Total Workforce	3,140	100%
Civil Service	2,978	95%
Exempt	162	5%

**Gender distribution of employees in the personnel system administered by the HHSC.**

Gender Distribution	3,138	100%
Female	2,352	75%
Male	786	25%

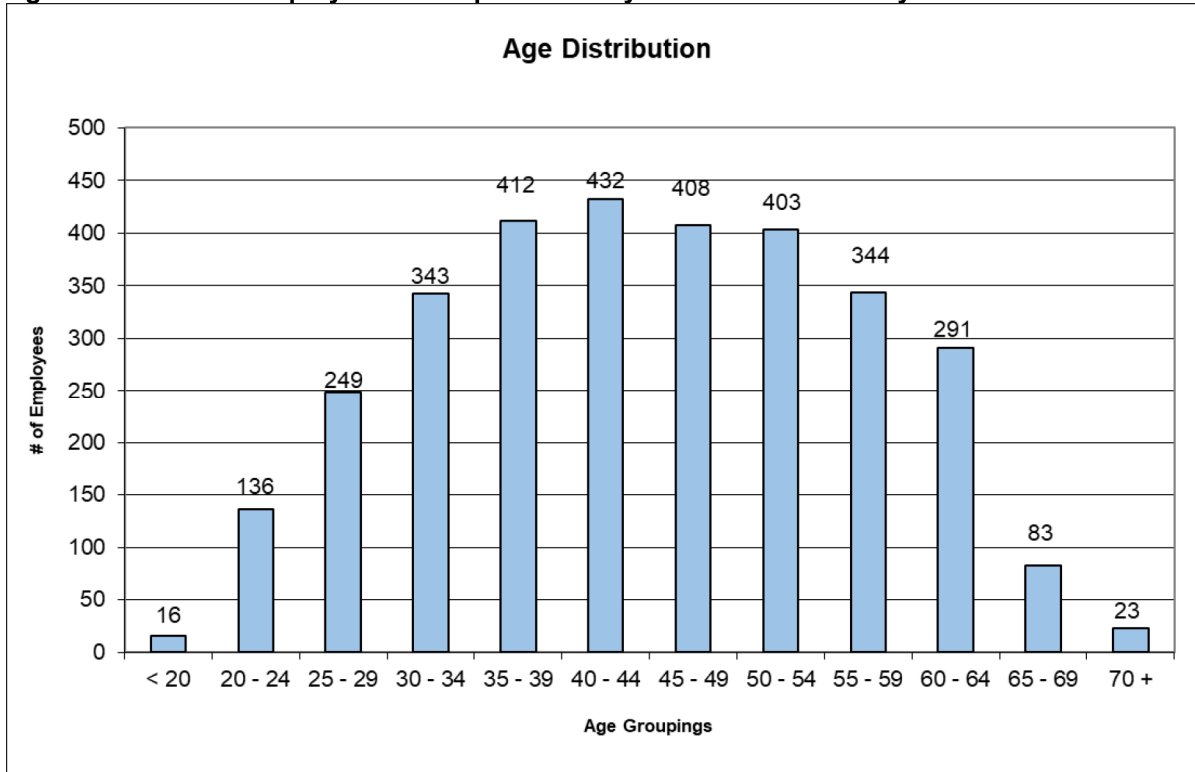
**Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by HHSC.**

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Suprvy	392	12.48%
02	HGEA	Blue Collar, Suprvy	16	0.51%
03	HGEA	White Collar, Non-Suprvy	446	14.20%
04	HGEA	White Collar, Suprvy	20	0.64%
09	HGEA	Registered Prof'l Nurses	925	29.46%
10	UPW	Institutional, Health and Correctional Workers	772	24.59%
13	HGEA	Professional & Scientific	325	10.35%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			2,896	92.23%

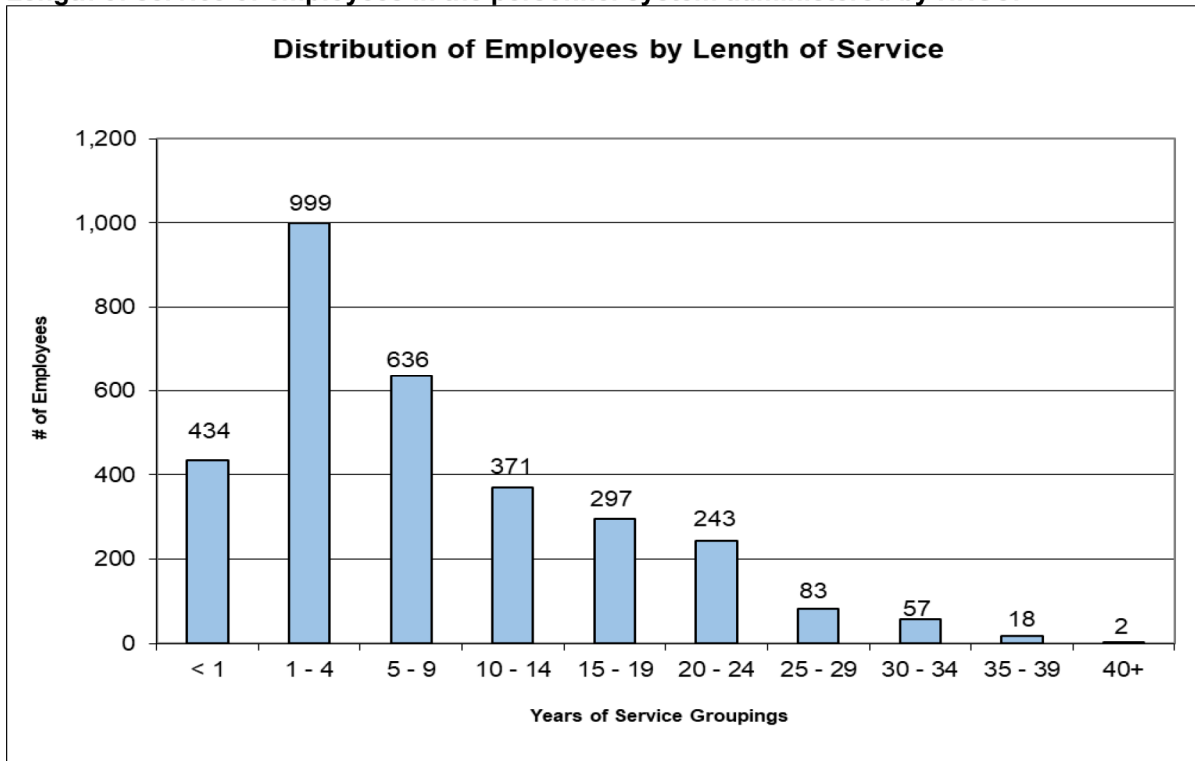
Total Workforce: 3,140

# HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

**Age distribution of employees in the personnel system administered by HHSC.**



**Length of service of employees in the personnel system administered by HHSC.**



# HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

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**Five-year projection on the number of employees in the personnel system administered by HHSC who will be eligible for retirement by the end of fiscal year 2029-2030 (i.e., ending June 30, 2030).**

HAWAII HEALTH SYSTEMS CORPORATION	TOTAL NUMBER OF EMPLOYEES IN THE HHSC WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY25)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2030	PERCENT OF HHSC WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2030
			FY26	FY27	FY28	FY29	FY30		
CIVIL SERVICE	2,978	169	48	54	46	54	80	451	15.14%
EXEMPT	162	18	3	1	6	3	3	34	20.99%
TOTALS:	3,140	187	51	55	52	57	83	485*	15.45%

\*Assumes no retirements of eligible employees prior to 06/30/2030.