

JAN 26 2026

A BILL FOR AN ACT

RELATING TO STATE EMPLOYMENT.

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

1 SECTION 1. The legislature finds that the State's
2 seasonally adjusted unemployment rate was 2.2 per cent as of
3 November 2025, according to data from the department of
4 business, economic development, and tourism. Due to this
5 historically low unemployment rate, many state agencies have
6 continued to struggle to fill vacant civil service positions
7 despite efforts to promote the State as an employer of choice,
8 increased marketing and outreach to potential job candidates,
9 and the State's flexible compensation programs.

10 The legislature further finds that the State must remove
11 unnecessary barriers that inhibit the provision of critical
12 government services by facilitating additional pathways to
13 employment, while also increasing accountability by ensuring
14 that departments and agencies continue to recruit to fill vacant
15 positions.

16 Therefore, the purpose of this Act is to:



10 SECTION 2. Section 76-28.5, Hawaii Revised Statutes, is

11 amended by amending subsection (a) to read as follows:

12 "(a) A department or agency of the State [shall] may
13 temporarily employ [the same] a person in [the same] a vacant
14 position that is wholly funded by general funds for [more than
15 two] multiple terms of eighty-nine days; provided that [with the
16 approval of the governor, a department or agency of the State
17 may temporarily employ the same person in the same position for
18 eight terms of eighty-nine days within a consecutive twenty-
19 four month period.], no later than twenty days prior the
20 convening of each regular session, each department or agency
21 shall submit a report to the legislature that includes

1 information on the department or agency's employment of eighty-
2 nine-day hires by position, including the:

3 (1) Position number;
4 (2) Job title;
5 (3) Division, branch, section, unit, and island;
6 (4) Salary range;
7 (5) Bargaining unit;
8 (6) Date the position was last occupied by a regular civil
9 service appointee;
10 (7) Number of eighty-nine-day appointments made by the
11 department or agency for the position during the
12 preceding twenty-four-month period;
13 (8) Agency's recruitment efforts to permanently fill the
14 position; and
15 (9) Department or agency's justification for retaining
16 that position, including why the position should not
17 be abolished and why funding for the position should
18 be retained.

19 A position that has been vacant for more than forty-eight
20 months, regardless of whether the position was filled by a
21 temporary hire pursuant to this section for any portion of the



1 forty-eight months, shall be automatically abolished unless the
2 legislature affirmatively retains and funds the position."

3 SECTION 3. Statutory material to be repealed is bracketed
4 and stricken. New statutory material is underscored.

5 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY: 



S.B. NO. 3180

Report Title:

State Employment; Temporary Employment; Eighty-Nine-Day Hires; Limits; Abolishment; Annual Reports

Description:

Repeals language that limits the temporary employment of a person in a single position for 2 terms of 89 days. Requires each department and agency to submit an annual report to the Legislature that includes certain information about the department or agency's employment of 89-day hires. Automatically abolishes positions that have been vacant for more than 48 months.

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

