
SENATE RESOLUTION

REQUESTING THE OFFICE OF THE GOVERNOR TO EVALUATE AND MAKE RECOMMENDATIONS ON THE DECENTRALIZATION OF THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT'S HIRING AND RECRUITMENT FUNCTIONS TO STATE DEPARTMENTS, DIVISIONS, AND AGENCIES, INCLUDING THE TRAINING OF HUMAN RESOURCES OFFICERS OF STATE DEPARTMENTS, DIVISIONS, AND AGENCIES NECESSARY TO EFFECTIVELY CARRY OUT THEIR HIRING AND RECRUITMENT FUNCTIONS.

1 WHEREAS, to serve the public effectively, state agencies
2 depend on a full complement of administrative, technical, and
3 operational support; and
4

5 WHEREAS, the existing centralized hiring model administered
6 by the Department of Human Resources Development, however, often
7 results in operational bottlenecks and prolonged vacancies in
8 critical roles; and
9

10 WHEREAS, according to the Department of Human Resources
11 Development's 2026 report to the Legislature, as of November 1,
12 2025, there were 4,273 vacant civil service positions in the
13 human resources management system, representing a twenty-four
14 percent vacancy rate, and four hundred eighty-five civil service
15 positions had been vacant for four years or more; and
16

17 WHEREAS, these prolonged staffing vacancies place an
18 unsustainable burden on existing staff, diverting them from
19 their core duties and compromising the delivery of essential
20 government services; and
21

22 WHEREAS, decentralizing recruitment and hiring functions
23 for state employment would foster a more agile and responsive
24 approach to staffing, allowing departments to tailor recruitment
25 efforts to their specific operational requirements; now,
26 therefore,
27



1 BE IT RESOLVED by the Senate of the Thirty-third
2 Legislature of the State of Hawaii, Regular Session of 2026,
3 that the Office of the Governor is requested to evaluate and
4 make recommendations on the decentralization of the Department
5 of Human Resources Development's hiring and recruitment
6 functions, including the training of human resources officers of
7 state departments, divisions, and agencies necessary to
8 effectively carry out their hiring and recruitment functions;
9 and

10
11 BE IT FURTHER RESOLVED that the Office of the Governor is
12 requested to submit a report of its findings and
13 recommendations, including any proposed legislation, to the
14 Legislature no later than twenty days prior to the convening of
15 the Regular Session of 2027; and

16
17 BE IT FURTHER RESOLVED that certified copies of this
18 Resolution be transmitted to the Governor and Director of Human
19 Resources Development.

