STAND. COM. REP. NO. 3439

Honolulu, Hawaii

APR 0 7 2026

RE: S.C.R. No. 146
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Sir:

Your Committee on Labor and Technology, to which was referred S.C.R. No. 146 entitled:

"SENATE CONCURRENT RESOLUTION REQUESTING A COMPREHENSIVE OVERHAUL OF STATE CIVIL SERVICE JOB DESCRIPTIONS AND CLASSIFICATIONS TO MODERNIZE THE WORKFORCE, IMPROVE RECRUITMENT AND RETENTION, AND EVALUATE THE POTENTIAL USE OF ARTIFICIAL INTELLIGENCE AS A SUPPORT TOOL,"

begs leave to report as follows:

The purpose and intent of this measure is to request a comprehensive overhaul of state civil service job descriptions and classifications to modernize the workforce, improve recruitment and retention, and evaluate the potential use of artificial intelligence as a support tool.

Your Committee received testimony in support of this measure from the Department of Human Resources Development and United Public Workers, AFSCME Local 646, AFL-CIO.

Your Committee finds that the current civil service position descriptions and classifications, which are ultimately tied to compensation, are outdated and not aligned with workplace demands, thereby impeding recruitment and retention by discouraging qualified applicants from entering public service. Your Committee further finds that modernization efforts, including the evaluation of technological tools such as artificial intelligence and

stakeholder consultation, may improve the efficiency, accuracy, and competitiveness of the State's civil service system while ensuring continued compliance with applicable laws and collective bargaining obligations. This measure will enable the development of a more competitive and responsive civil service system that enhances the State's ability to recruit and retain qualified employees and sustain essential public services.

Your Committee has amended this measure by:

(1) Changing the scope of the requested comprehensive statewide review from a systematic survey of existing civil service job descriptions to a systematic survey of class specifications and minimum qualifications;

(2) Broadening the scope of analysis for positions experiencing chronic vacancies or recruitment difficulties by requesting the analysis of all potential contributing factors, rather than just job description content, minimum qualification requirements, and compensation levels;

(3) Amending its title accordingly; and

(4) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Labor and Technology that is attached to this report, your Committee concurs with the intent and purpose of S.C.R. No. 146, as amended herein, and recommends its adoption in the form attached hereto as S.C.R. No. 146, S.D. 1.

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

BRANDON J.C. ELEFANTE, Chair

The Senate
Thirty-Third Legislature
State of Hawai'i

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

| Bill / Resolution No.:* | Committee Referral: | Date: |
|---|---|---|
| SCR 146 | LBT | 3.27.26 |

☐ The Committee is reconsidering its previous decision on this measure.

If so, then the previous decision was to: _____

The Recommendation is:

☐ Pass, unamended 2312 ☑ Pass, with amendments 2311 ☐ Hold 2310 ☐ Recommit 2313

| Members | Aye | Aye (WR) | Nay | Excused |
|---|---|---|---|---|
| ELEFANTE, Brandon J.C. (C) | ✓ | | | |
| LAMOSAO, Rachele (VC) | ✓ | | | |
| IHARA, Jr., Les | | | | ✓ |
| MORIWAKI, Sharon Y. | ✓ | | | |
| FEVELLA, Kurt | | | | ✓ |
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| **TOTAL** | 3 | 0 | 0 | 2 |

Recommendation: ☑ Adopted ☐ Not Adopted

Chair's or Designee's Signature: [signature]

**Distribution:** Original — File with Committee Report; Yellow — Committee; Pink — Drafting Agency

*Only one measure per Record of Votes

Revised: 01/02/26