
HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO COLLABORATE WITH STATE DEPARTMENTS, AGENCIES, AND LABOR ORGANIZATIONS IN COMPLETING THE COMPREHENSIVE REVIEW OF THE CLASSIFICATION AND COMPENSATION SYSTEMS FOR ALL CIVIL SERVICE POSITIONS UNDER ITS JURISDICTION.

1 WHEREAS, state agencies are experiencing a significant
2 labor shortage that is anticipated to worsen; and

3
4 WHEREAS, according to the Department of Human Resources
5 Development's (DHRD) 2026 annual report to the Legislature, as
6 of November 1, 2025, there were 4,273 vacant civil service
7 positions in its human resources management system, representing
8 a twenty-four percent vacancy rate, and four hundred eighty-five
9 positions had been vacant for four years or more; and

10
11 WHEREAS, DHRD also reported that nearly thirty percent of
12 existing state employees will be eligible for retirement in the
13 next four years; and

14
15 WHEREAS, the class specifications for state positions
16 defining the duties and responsibilities, level of difficulty
17 and authority, and minimum qualifications for the respective
18 classes, and the compensation for these positions have become
19 outdated, contributing to the State's struggle to recruit, hire,
20 and retain employees; and

21
22 WHEREAS, recognizing that modernization of state position
23 classification and compensation systems is essential to attract
24 and retain qualified employees, Act 180, Session Laws of Hawaii
25 2025 (Act 180) directed DHRD to conduct a comprehensive review
26 of the classification and compensation systems for all civil
27 service positions under its jurisdiction; and
28



H.C.R. NO. 112

1 WHEREAS, Act 180 required DHRD to submit to the Legislature
2 a preliminary report of its findings and recommendations by
3 February 28, 2026, and a final report prior to the convening of
4 the Regular Session of 2027; and

5
6 WHEREAS, on February 27, 2026, DHRD submitted to the
7 Legislature its preliminary report outlining the structure,
8 scope, and direction of the work to complete the comprehensive
9 review; and

10
11 WHEREAS, collaborating with state departments, agencies,
12 and labor organizations in completing the comprehensive review
13 will provide DHRD with direct operational insight into the
14 factors contributing to the persistently high vacancy rates and
15 significant numbers of difficult-to-fill positions and enable
16 DHRD to develop recommendations that are operationally
17 practicable and aligned with the State's long-term public sector
18 workforce sustainability needs; now, therefore,

19
20 BE IT RESOLVED by the House of Representatives of the
21 Thirty-third Legislature of the State of Hawaii, Regular Session
22 of 2026, the Senate concurring, that the Department of Human
23 Resources Development (DHRD) is requested to collaborate with
24 state departments, agencies, and labor organizations in
25 completing the comprehensive review of the classification and
26 compensation systems for all civil service positions under its
27 jurisdiction as required by Act 180, Session Laws of Hawaii
28 2025; and

29
30 BE IT FURTHER RESOLVED that DHRD is requested to emphasize
31 and focus its comprehensive review, including its research,
32 analysis, and development of recommendations, on state
33 departments and agencies with high vacancy rates or significant
34 numbers of difficult-to-fill positions; and

35
36 BE IT FURTHER RESOLVED that certified copies of this
37 Concurrent Resolution be transmitted to the Governor and
38 Director of Human Resources Development.

39
40 OFFERED BY: _____



MAR 16 2026

