HOUSE 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
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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
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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19 outdated, contributing to the State's struggle to recruit, hire,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
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29   WHEREAS, Act 180 required DHRD to submit to the Legislature
30 a preliminary report of its findings and recommendations by

1 February 28, 2026, and a final report prior to the convening of
2 the Regular Session of 2027; and
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4   WHEREAS, on February 27, 2026, DHRD submitted to the
5 Legislature its preliminary report outlining the structure,
6 scope, and direction of the work to complete the comprehensive
7 review; and
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9   WHEREAS, collaborating with state departments, agencies,
10 and labor organizations in completing the comprehensive review
11 will provide DHRD with direct operational insight into the
12 factors contributing to the persistently high vacancy rates and
13 significant numbers of difficult-to-fill positions and enable
14 DHRD to develop recommendations that are operationally
15 practicable and aligned with the State's long-term public sector
16 workforce sustainability needs; now, therefore,
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18   BE IT RESOLVED by the House of Representatives of the
19 Thirty-third Legislature of the State of Hawaii, Regular Session
20 of 2026, that the Department of Human Resources Development
21 (DHRD) is requested to collaborate with state departments,
22 agencies, and labor organizations in completing the
23 comprehensive review of the classification and compensation
24 systems for all civil service positions under its jurisdiction
25 as required by Act 180, Session Laws of Hawaii 2025; and
26
27   BE IT FURTHER RESOLVED that DHRD is requested to emphasize
28 and focus its comprehensive review, including its research,
29 analysis, and development of recommendations, on state
30 departments and agencies with high vacancy rates or significant
31 numbers of difficult-to-fill positions; and
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33   BE IT FURTHER RESOLVED that certified copies of this
34 Resolution be transmitted to the Governor and Director of Human
35 Resources Development.
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OFFERED BY: _____

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