

MAR 16 2026

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.

1 WHEREAS, the State of Hawaii relies on a strong, skilled,
2 and adaptable civil service workforce to deliver essential
3 public services and to carry out the laws enacted by the
4 Legislature; and
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6 WHEREAS, many state civil service job descriptions and
7 classifications were developed decades ago and no longer
8 accurately reflect current job duties, required skills,
9 technological competencies, or modern workplace realities; and
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11 WHEREAS, outdated or overly rigid job descriptions can
12 impede recruitment, discourage qualified applicants, contribute
13 to prolonged vacancies, and reduce the State's ability to
14 compete with private-sector and other public-sector employers;
15 and
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17 WHEREAS, persistent recruitment and retention challenges
18 across multiple departments have raised concerns about workload
19 strain, institutional knowledge loss, and the long-term
20 sustainability of state services; and
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22 WHEREAS, a modernized civil service system should ensure
23 that job classifications are clear, accurate, equitable, and
24 aligned with current labor market conditions, emerging
25 technologies, and evolving public service needs; and
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27 WHEREAS, advances in artificial intelligence and related
28 technologies present opportunities to assist human expertise by
29 reviewing, organizing, and analyzing large volumes of job
30 description data; identifying redundancies or inconsistencies;



1 and benchmarking classifications against comparable
2 jurisdictions; and

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4 WHEREAS, any use of artificial intelligence in civil
5 service reform must be transparent, auditable, free from
6 unlawful bias, and subject to meaningful human oversight to
7 ensure compliance with civil service merit principles, equal
8 employment opportunity laws, and collective bargaining
9 obligations; and

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11 WHEREAS, ensuring that state salaries are competitive and
12 attractive to qualified applicants requires a comprehensive
13 assessment of existing compensation structures relative to job
14 duties, required qualifications, cost of living, and comparable
15 public-sector employers; now, therefore,

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17 BE IT RESOLVED by the Senate of the Thirty-third
18 Legislature of the State of Hawaii, Regular Session of 2026, the
19 House of Representatives concurring, that the Legislature
20 requests the Department of Human Resources Development to
21 undertake a comprehensive, statewide review of civil service job
22 descriptions and classifications; and

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24 BE IT FURTHER RESOLVED that this review is requested to
25 include, but not be limited to:

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27 (1) A systematic survey of existing civil service job
28 descriptions to determine whether they accurately
29 reflect current duties, responsibilities, required
30 competencies, and working conditions;
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32 (2) An evaluation of classification structures to identify
33 outdated classifications, unnecessary fragmentation,
34 or opportunities for consolidation and modernization;
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36 (3) An assessment of salary ranges and compensation
37 structures for civil service positions, including an
38 analysis of whether current salaries are competitive
39 and attractive to applicants when compared to relevant
40 public-sector and private-sector labor markets, taking
41 into account Hawaii's cost of living;
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- 1 (4) The identification of positions experiencing chronic
2 vacancies or recruitment difficulties, and an analysis
3 of whether job description content, minimum
4 qualification requirements, or compensation levels are
5 contributing factors;
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- 7 (5) An exploration of the potential use of artificial
8 intelligence and data-analysis tools, under strict
9 human supervision, to assist in organizing, comparing,
10 and analyzing job descriptions and classification
11 data, provided that such tools are not used to make
12 final determinations affecting individual employees;
13 and
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- 15 (6) Consultation with state departments, employees,
16 unions, and other relevant stakeholders to ensure that
17 any proposed changes respect collective bargaining
18 agreements, civil service protections, and workforce
19 equity considerations; and
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21 BE IT FURTHER RESOLVED that the Department of Human
22 Resources Development is encouraged to develop recommendations
23 for a phased implementation plan to modernize civil service job
24 descriptions and classifications, including any statutory,
25 administrative, or budgetary changes that may be necessary; and
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27 BE IT FURTHER RESOLVED that the Department of Human
28 Resources Development is requested to submit a report of its
29 findings and recommendations to the Legislature no later than
30 twenty days prior to the convening of the Regular Session of
31 2027; and
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33 BE IT FURTHER RESOLVED that certified copies of this
34 Concurrent Resolution be transmitted to the Governor and
35 Director of Human Resources Development.
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OFFERED BY: Karl Rhoads

