
SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO
UNDERTAKE A COMPREHENSIVE STATEWIDE REVIEW OF CIVIL SERVICE
CLASS SPECIFICATIONS, MINIMUM QUALIFICATIONS, AND
CLASSIFICATIONS AND DEVELOP RECOMMENDATIONS FOR A PHASED
MODERNIZATION IMPLEMENTATION PLAN.

1 WHEREAS, the State relies on a strong, skilled, and
2 adaptable civil service workforce to deliver essential public
3 services and to carry out the laws enacted by the Legislature;
4 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11 WHEREAS, outdated or overly rigid job descriptions can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



1 description data; identifying redundancies or inconsistencies;
2 and benchmarking classifications against comparable
3 jurisdictions; and
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5 WHEREAS, any use of artificial intelligence in civil
6 service reform must be transparent, auditable, free from
7 unlawful bias, and subject to meaningful human oversight to
8 ensure compliance with civil service merit principles, equal
9 employment opportunity laws, and collective bargaining
10 obligations; and
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12 WHEREAS, ensuring that state salaries are competitive and
13 attractive to qualified applicants requires a comprehensive
14 assessment of existing compensation structures relative to job
15 duties, required qualifications, cost of living, and comparable
16 public-sector employers; now, therefore,
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18 BE IT RESOLVED by the Senate of the Thirty-third
19 Legislature of the State of Hawaii, Regular Session of 2026, the
20 House of Representatives concurring, that the Department of
21 Human Resources Development is requested to undertake a
22 comprehensive statewide review of civil service class
23 specifications, minimum qualifications, and classifications; and
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25 BE IT FURTHER RESOLVED that the review is requested to
26 include, but not be limited to:
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- 28 (1) A systematic survey of existing civil service class
29 specifications and minimum qualifications to determine
30 whether they accurately reflect current duties,
31 responsibilities, required competencies, and working
32 conditions;
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- 34 (2) An evaluation of classification structures to identify
35 outdated classifications, unnecessary fragmentation,
36 or opportunities for consolidation and modernization;
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- 38 (3) An assessment of salary ranges and compensation
39 structures for civil service positions, including an
40 analysis of whether current salaries are competitive
41 and attractive to applicants when compared to relevant



1 public-sector and private-sector labor markets, taking
2 into account the State's cost of living;

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4 (4) The identification of positions experiencing chronic
5 vacancies or recruitment difficulties, and an analysis
6 of potential contributing factors;

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8 (5) An exploration of the potential use of artificial
9 intelligence and data-analysis tools, under strict
10 human supervision, to assist in organizing, comparing,
11 and analyzing job descriptions and classification
12 data, provided that such tools are not used to make
13 final determinations affecting individual employees;
14 and

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16 (6) Consultation with state departments, employees,
17 unions, and other relevant stakeholders to ensure that
18 any proposed changes respect collective bargaining
19 agreements, civil service protections, and workforce
20 equity considerations; and

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22 BE IT FURTHER RESOLVED that the Department of Human
23 Resources Development is encouraged to develop recommendations
24 for a phased implementation plan to modernize civil service job
25 descriptions and classifications, including any statutory,
26 administrative, or budgetary changes that may be necessary; and
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28 BE IT FURTHER RESOLVED that the Department of Human
29 Resources Development is requested to submit a report of its
30 findings and recommendations to the Legislature no later than
31 twenty days prior to the convening of the Regular Session of
32 2027; and
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34 BE IT FURTHER RESOLVED that certified copies of this
35 Concurrent Resolution be transmitted to the Governor and
36 Director of Human Resources Development.

