

MAR 16 2026

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# SENATE 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

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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

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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19 outdated, contributing to the State's struggle to recruit, hire,  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

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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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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

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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

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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,

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20 BE IT RESOLVED by the Senate of the Thirty-third  
21 Legislature of the State of Hawaii, Regular Session of 2026, the  
22 House of Representatives concurring, that the Department of  
23 Human Resources Development (DHRD) is requested to collaborate  
24 with 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

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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

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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.  
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OFFERED BY: \_\_\_\_\_

