

MAR 16 2026

SENATE 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11 WHEREAS, outdated or overly rigid job descriptions can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;
31 and benchmarking classifications against comparable
32 jurisdictions; and

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1 WHEREAS, any use of artificial intelligence in civil
2 service reform must be transparent, auditable, free from
3 unlawful bias, and subject to meaningful human oversight to
4 ensure compliance with civil service merit principles, equal
5 employment opportunity laws, and collective bargaining
6 obligations; and
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8 WHEREAS, ensuring that state salaries are competitive and
9 attractive to qualified applicants requires a comprehensive
10 assessment of existing compensation structures relative to job
11 duties, required qualifications, cost of living, and comparable
12 public-sector employers; now, therefore,
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14 BE IT RESOLVED by the Senate of the Thirty-third
15 Legislature of the State of Hawaii, Regular Session of 2026,
16 that the Legislature requests the Department of Human Resources
17 Development to undertake a comprehensive, statewide review of
18 civil service job descriptions and classifications; and
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20 BE IT FURTHER RESOLVED that this review is requested to
21 include, but not be limited to:
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- 23 (1) A systematic survey of existing civil service job
24 descriptions to determine whether they accurately
25 reflect current duties, responsibilities, required
26 competencies, and working conditions;
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- 28 (2) An evaluation of classification structures to identify
29 outdated classifications, unnecessary fragmentation,
30 or opportunities for consolidation and modernization;
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- 32 (3) An assessment of salary ranges and compensation
33 structures for civil service positions, including an
34 analysis of whether current salaries are competitive
35 and attractive to applicants when compared to relevant
36 public-sector and private-sector labor markets, taking
37 into account Hawaii's cost of living;
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- 39 (4) The identification of positions experiencing chronic
40 vacancies or recruitment difficulties, and an analysis
41 of whether job description content, minimum



1 qualification requirements, or compensation levels are
2 contributing factors;

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

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

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18 BE IT FURTHER RESOLVED that the Department of Human
19 Resources Development is encouraged to develop recommendations
20 for a phased implementation plan to modernize civil service job
21 descriptions and classifications, including any statutory,
22 administrative, or budgetary changes that may be necessary; and

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24 BE IT FURTHER RESOLVED that the Department of Human
25 Resources Development is requested to submit a report of its
26 findings and recommendations to the Legislature no later than
27 twenty days prior to the convening of the Regular Session of
28 2027; and

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30 BE IT FURTHER RESOLVED that certified copies of this
31 Resolution be transmitted to the Governor and Director of Human
32 Resources Development.

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35 OFFERED BY: Karl Rhoads

