

MAR 16 2026

SENATE RESOLUTION

REQUESTING THE OFFICE OF THE GOVERNOR TO EVALUATE AND MAKE
RECOMMENDATIONS ON THE DECENTRALIZATION OF THE DEPARTMENT
OF HUMAN RESOURCES DEVELOPMENT'S HIRING AND RECRUITMENT
FUNCTIONS TO STATE DEPARTMENTS, DIVISIONS, AND AGENCIES.

1 WHEREAS, to serve the public effectively, state agencies
2 depend on a full complement of administrative, technical, and
3 operational support; and
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5 WHEREAS, the existing centralized hiring model administered
6 by the Department of Human Resources Development, however, often
7 results in operational bottlenecks and prolonged vacancies in
8 critical roles; and
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10 WHEREAS, according to the Department of Human Resources
11 Development's 2026 report to the Legislature, as of November 1,
12 2025, there were 4,273 vacant civil service positions in the
13 human resources management system, representing a twenty-four
14 percent vacancy rate, and four hundred and eighty-five civil
15 service positions had been vacant for four years or more; and
16

17 WHEREAS, these prolonged staffing vacancies place an
18 unsustainable burden on existing staff, diverting them from
19 their core duties and compromising the delivery of essential
20 government services; and
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22 WHEREAS, decentralizing recruitment and hiring functions
23 for state employment would foster a more agile and responsive
24 approach to staffing, allowing departments to tailor recruitment
25 efforts to their specific operational requirements; now,
26 therefore,
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28 BE IT RESOLVED by the Senate of the Thirty-third
29 Legislature of the State of Hawaii, Regular Session of 2026,
30 that the Office of the Governor is requested to evaluate and
31 make recommendations on the decentralization of the Department
32 of Human Resources Development's hiring and recruitment
33 functions to state departments, divisions, and agencies; and
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1 BE IT FURTHER RESOLVED that the functions evaluated for
2 decentralization are requested to include but not be limited to:

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4 (1) Composing position descriptions;
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6 (2) Accepting applicants for vacant positions;
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8 (3) Completing minimum qualification reviews of
9 applicants;
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11 (4) Conducting interviews; and
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13 (5) Directly hiring applicants who meet the minimum
14 qualifications of a position; and
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16 BE IT FURTHER RESOLVED that the Office of the Governor is
17 requested to submit a report of its findings and
18 recommendations, including any proposed legislation, to the
19 Legislature no later than twenty days prior to the convening of
20 the Regular Session of 2027; and
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22 BE IT FURTHER RESOLVED that certified copies of this
23 Resolution be transmitted to the Governor and Director of Human
24 Resources Development.
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27

OFFERED BY: _____

A handwritten signature in black ink, appearing to be "J. B. ...", is written over a horizontal line.