

STAND. COM. REP. NO. 1779-26

Honolulu, Hawaii

APR 02 , 2026

RE: H.C.R. No. 112

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.C.R. No. 112
entitled:

"HOUSE 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,"

begs leave to report as follows:

The purpose of this measure is to request 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.

Your Committee received testimony in support of this measure
from the Department of Human Resources Development and Hawaii
Government Employees Association, AFSCME Local 152, AFL-CIO.

Your Committee finds that state agencies are experiencing
significant and persistent workforce shortages, driven in part by
high vacancy rates, an aging workforce nearing retirement
eligibility, and outdated classification and compensation
structures that no longer reflect current job duties or labor
market conditions. Without meaningful input from state

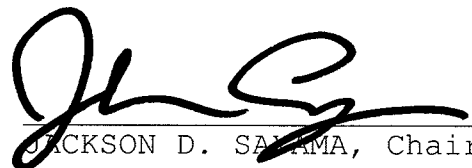
2026-2862 HCR112 HSCR HMSO



departments, agencies, and labor organizations, efforts to modernize these systems may fail to address operational realities or the specific challenges associated with difficult-to-fill positions. Your Committee believes that collaboration will result in more practical, data-driven recommendations that strengthen recruitment and retention efforts and support the long-term sustainability of the State's civil service workforce.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee concurs with the intent and purpose of H.C.R. No. 112 and recommends its adoption.

Respectfully submitted on
behalf of the members of the
Committee on Labor,



JACKSON D. SALAMA, Chair



Record of Votes of the Committee on Labor

Bill/Resolution No.: HCR 112	Committee Referral: LAB	Date: 3-31-26		
<input type="checkbox"/> The committee is reconsidering its previous decision on the measure.				
The recommendation is to: <input checked="" type="checkbox"/> Pass, unamended (as is) <input type="checkbox"/> Pass, with amendments (HD) <input type="checkbox"/> Hold <input type="checkbox"/> Pass short form bill with HD to recommit for future public hearing (recommit)				
LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. SAYAMA, Jackson D. (C)	/			
2. LEE, Mike (VC)	/			
3. GARRETT, Andrew Takuya				/
4. KAPELA, Jeanne	/			
5. KONG, Sam Satoru	/			
6. REYES ODA, Julie	/			
TOTAL (6)	5			1
The recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted If joint referral _____ did not support recommendation. _____ committee acronym(s)				
Vice Chair's or designee's signature:				
Distribution: Original (White) – Committee Duplicate (Yellow) – Chief Clerk's Office Duplicate (Pink) – HMSO				