

STAND. COM. REP. NO. 3891

Honolulu, Hawaii

APR 23 2026

RE: H.C.R. No. 112

Honorable Ronald D. Kouchi  
President of the Senate  
Thirty-Third State Legislature  
Regular Session of 2026  
State of Hawaii

Sir:

Your Committee on Labor and Technology, 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 and intent of this measure is to request the Department of Human Resources Development (DHRD) 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.

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 DHRD's 2026 annual report to the Legislature shows that state agencies are experiencing extensive, persistent vacancies and an aging workforce that is approaching retirement. Your Committee further finds that the classification and compensation structures for state civil service positions are outdated as they no longer reflect current job duties or labor



market conditions and are uncompetitive with private sector positions, making it extremely difficult to attract and retain qualified employees. Therefore, Act 180, Session Laws of Hawaii 2025, directed DHRD to complete a comprehensive review of all civil service positions' classifications and compensation systems under its jurisdiction. By requiring DHRD to collaborate with the state departments and agencies that hire, and labor organizations that represent, civil service positions subject to review, this measure ensures that DHRD receives the insight necessary for the development of more practical, data-driven recommendations to improve the recruitment, hiring, and retention of qualified state employees to provide essential services to the public.

As affirmed by the record of votes of the members of your Committee on Labor and Technology 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 and  
Technology,



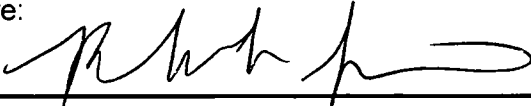
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BRANDON J.C. ELEFANTE, Chair



The Senate  
 Thirty-Third Legislature  
 State of Hawai'i

**Record of Votes**  
**Committee on Labor and Technology**  
**LBT**

Bill / Resolution No.:*	Committee Referral:	Date:		
HCR 112	LBT	4-17-26		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is:				
<input checked="" type="checkbox"/> Pass, unamended 2312	<input type="checkbox"/> Pass, with amendments 2311	<input type="checkbox"/> Hold 2310		
<input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
ELEFANTE, Brandon J.C. (C)	✓			
LAMOSAO, Rachele (VC)	✓			
IHARA, Jr., Les				✓
MORIWAKI, Sharon Y.				✓
FEVELLA, Kurt	✓			
<b>TOTAL</b>	3	0	0	2
Recommendation:				
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature:				
				
Distribution:				
Original File with Committee Report	Yellow Committee	Pink Drafting Agency		

\*Only one measure per Record of Votes