

Honolulu, Hawaii  
APR 02 , 2026

RE: H.R. No. 104

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.R. No. 104  
entitled:

"HOUSE 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.

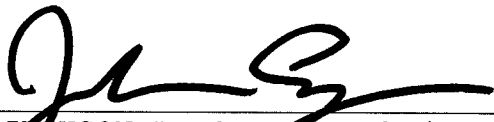
Your Committee finds that state agencies are experiencing  
significant and persistent workforce shortages, driven in part by  
high vacancy rates, an aging workforce nearing retirement  
eligibility, and outdated classification and compensation  
structures that no longer reflect current job duties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



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.R. No. 104 and recommends its adoption.

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

  
\_\_\_\_\_  
JACKSON D. SAYAMA, Chair



Record of Votes of the Committee on Labor

Bill/Resolution No.: <b>HR 104</b>	Committee Referral: <b>LAB</b>	Date: <b>3-31-26</b>		
<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				