

STAND. COM. REP. NO. 2734

Honolulu, Hawaii

MAR 05 2026

RE: S.B. No. 3180
S.D. 1

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

Sir:

Your Committee on Ways and Means, to which was referred S.B. No. 3180, S.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO STATE EMPLOYMENT,"

begs leave to report as follows:

The purpose and intent of this measure is to increase flexibility and accountability in state hiring.

Specifically, this measure:

- (1) Repeals language limiting the temporary employment of a person in a single position to two terms of eighty-nine days;
- (2) Requires each department or agency to submit a report to the Legislature that includes information on the use of eighty-nine-day hires by the department or agency; and
- (3) Provides for the automatic abolition of positions that have been vacant for more than forty-eight months, unless the Legislature affirmatively retains and funds the position.

Your Committee received written comments in support of this measure from the Department of Human Resources Development, Grassroot Institute of Hawaii, and one individual.

SB3180 SD1 SSCR LRB 26-0866.docx

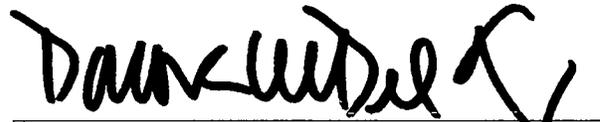


Your Committee received written comments on this measure from the Department of Human Services, Hawaii State Public Library System, Department of Education, United Public Workers, Hawaii Government Employees Association, and two individuals.

Your Committee finds that, due to ongoing challenges in the labor market, temporary hires are an important tool that allows departments and agencies to maintain essential government services amid persistent vacancies. This measure provides agencies with increased flexibility to address short-term staffing needs while establishing mechanisms to review and eliminate chronically vacant positions.

As affirmed by the record of votes of the members of your Committee on Ways and Means that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 3180, S.D. 1, and recommends that it pass Third Reading.

Respectfully submitted on
behalf of the members of the
Committee on Ways and Means,


DONOVAN M. DELA CRUZ, Chair



