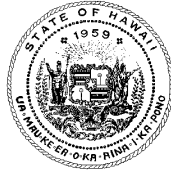


JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

BRIAN K. FURUTO
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

December 19, 2024

The Honorable Ronald D. Kouchi, President
and Members of the Senate
Thirty-Third State Legislature
State Capitol, Room 409
Honolulu, Hawaii 96813

The Honorable Nadine Nakamura, Speaker
and Members of the House
Thirty-Third State Legislature
State Capitol, Room 431
Honolulu, Hawaii 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, the Department of Human Resources Development transmits the 2024 State of Hawaii Act 57, SLH 2019 Vacancy Report.

In accordance with Section 93-16, Hawaii Revised Statutes, a copy of the report is also transmitted to the Legislative Reference Bureau Library, and the report may be viewed electronically at <http://dhrd.hawaii.gov/reports/legislative-reports/>.

Sincerely,

A handwritten signature in black ink that reads "Brenna H. Hashimoto".

Brenna H. Hashimoto
Director

Attachment

REPORT TO THE 2025 LEGISLATURE

AS REQUIRED BY ACT 57,
SESSION LAWS OF HAWAII 2019

**Department of Human Resources Development
December 2024**

Background

The Department of Human Resources Development's (DHRD) mission is to provide timely and responsive leadership, resources, and services to fully support the State of Hawai'i in the recruitment, management, and retention of a high-performing workforce based on the merit principle as defined by [HRS §76-1](#).

Act 57, Session Laws of Hawai'i 2019, as amended by Act 151, Session Laws of Hawai'i 2023, states the Director of the Department of Human Resources Development shall:

1. Facilitate and expedite the hiring and recruitment for civil service positions under the jurisdiction of the department of human resources development; and
2. Have the authority to reclassify and abolish vacant positions within state departments and agencies that are under the jurisdiction of the department of human resources development, subject to the following conditions:
 - a. Prior to reclassifying or abolishing any vacant position as provided under this paragraph, the director shall submit a report to the legislature no later than twenty days prior to each regular session. The report shall include a list of vacant positions for reclassification or abolishment, identify the agency each position is attached to, provide reasons for reclassifying or abolishing the position, and state the duration the position has been vacant; and
 - b. The director may reclassify or abolish any vacant position as provided under this paragraph no earlier than sixty days after the report has been submitted to the legislature as provided under this paragraph.

The inaugural report was submitted to the 2020 Legislature. No actions were taken to reclassify or abolish any positions in that report to establish a baseline assessment of the current situation and challenges among departments in the State of Hawai'i Executive Branch.

The report submitted to the 2021 Legislature identified and recommended that 46 positions vacant prior to 2011 be abolished. Three of those were abolished in the budget. The report to the 2022 Legislature identified and recommended 63 positions, which had been vacant five years or more, for abolishment. One position was abolished by the Legislature. The 2023 Legislature received the annual report that identified 131 positions, which had been vacant for five years or more, for abolishment. The Legislature abolished five of the recommended positions. The 2024 Report to the Legislature recommended 115 vacancies, which had been vacant for four years or more, for abolishment. Of those 115, four were abolished in Act 230, SLH 2024.

Civil Service Vacancy Statistics

DHRD continues to recruit and screen applications for the Executive Branch agencies and to assist them with filling their department vacancies. Table 1 provides the recent years' vacancy data for the Executive Branch.

Table 1: Statewide Positions and Vacancies 2018-2024

Departments	# of Civil Service Positions in HRMS	Filled Positions	Vacant Positions*	NEOGOV Request to Fill (DHRD)	Unaccounted for Vacant Positions^ (Departments)
Reported on 11/01/24	17,089	13,004	4,085	1,609	2,476
		76%	24%	39%	61%
Reported on 11/01/23	17,566	12,684	4,685	2,018	2,667
		73%	27%	43%	57%
Reported on 11/01/22	17,002	13,027	3,975	1,516	2,459
		77%	23%	38%	62%
Reported on 12/01/21	16,763	13,349	3,414	941	2,479
		80%	20%	28%	72%
Reported on 10/01/20	17,403	13,873	3,530	181	3,349
		80%	20%	5%	95%
Reported on 10/01/19	17,327	14,190	3,137	942	2,195
		82%	18%	30%	70%
Reported on 09/01/18	17,163	14,153	3,010	1,033	1,977
		82%	18%	34%	66%

* Includes seasonal and emergency positions

^ Includes internal vacancy recruitments that departments are holding, prior to an external recruitment where the job is posted on DHRD's website

Table 2: Civil Service Vacancy Statistics by Department

Department	Filled	Vacant	Total	% Vacant
AGR	232	86	318	27%
AGS	528	152	680	22%
ATG	370	96	466	21%
BED	126	28	154	18%
BUF	170	55	225	24%
CCA	231	85	316	27%
DCR	1,809	618	2,427	25%
DEF	202	67	269	25%
EDN-HSPLS	443	128	571	22%
HHL	74	31	105	30%
HMS	1,612	560	2,172	26%
HRD	72	17	89	19%
HTH	2,250	665	2,915	23%
LAW	366	123	489	25%
LBR	357	208	565	37%
LNR	742	198	940	21%
TAX	291	141	432	33%
TRN	2,201	547	2,748	20%
UOH	928	280	1,208	23%
TOTAL	13,004	4,085	17,089	24%

DHRD averages about 500 open recruitments on any given day. In the last four years, DHRD Employee Staffing Division (ESD) Recruitment, Certification and Examination total employees have increased from 13 to 18 by filling vacancies. Like many other employers, COVID-19 had a huge impact on the State's workforce. Coming out of the pandemic and the 2020 Executive Branch hiring freeze, State departments were eager to fill their vacancies. A simple comparison of recruitment statistics from pre-COVID, in 2020,

compared to 2024, highlights the tremendous growth in recruitment efforts over the last four years.

- Civil service recruitments increased 55%, from 460 to 712;
- Applications received grew 89%, from 15,971 to 30,131;
- Applications screened increased 97%, from 12,800 to 25,217;
- Certified lists issued to departments jumped 301%, from 1,122 to 4,503; and
- Qualified eligibles referred to departments surged 294%, from 13,302 to 52,370.

While DHRD referred more than 52,000 qualified applications (some applicants were referred to more than one job vacancy) in one year, ESD has been seeing this trending upwards each year since the end of the pandemic. However, despite receiving 52,000 eligible candidates, departments filled 66% of requisitions this year, up from 44% four years ago. Requests to fill increased 60%, from 896 to 1,435, with the number of new hires filling positions rising 147%, from 393 to 969.

The increase in eligible candidates does not directly correlate with improved vacancy filling rates, suggesting that departments may be facing challenges in selecting suitable candidates or that job descriptions are not aligned with the available talent pool.

As expected, the sheer volume of the number of applications received and requests to fill vacancies has kept DHRD recruitment staff busy. DHRD has been fortunate to fill vacancies in ESD but is still working to return to pre-pandemic staffing levels. Additionally, with the hiring of new employees comes the necessary training period, thus working through increased numbers of applications will take some time. As ESD employees are fully trained, and DHRD fills the newest group of recruitment positions authorized in 2024, DHRD expects to make swift improvements in processing applications and augmenting efforts with the use of technology to enhance the efficiency of the recruitment process.

Non-Civil Service (Exempt) Vacancy Statistics

In addition to the state civil service classes, Departments are authorized to establish and fill positions that are exempt from civil service, pursuant to HRS §76-16. Table 3 provides data on departments exempt position counts and their vacancy rate as of November 1, 2024.

Table 3: Non-Civil Service Vacancy Statistics

Department	Filled	Vacant	Total	% Vacant
AGR	10	2	12	17%
AGS	109	34	143	24%
ATG	262	33	295	11%
BED	213	32	245	13%
BUF	152	20	172	12%
CCA	200	48	248	19%
DCR	68	29	97	30%
DEF	192	74	266	28%
EDN-HSPLS	5	0	5	0%
GOV	55	4	59	7%
HHL	65	30	95	32%
HMS	114	79	193	41%
HRD	15	0	15	0%
HTH	227	100	327	31%
LAW	19	2	21	10%
LBR	79	167	246	68%
LNR	82	25	107	23%
LTG	16	0	16	0%
TAX	28	6	34	18%
TRN	80	24	104	23%
TOTAL	1,991	709	2,700	26%

More information on the State’s exempt positions and complete statewide workforce data is available in the annual Workforce Profile Report, which can be found on our website: dhrd.hawaii.gov/reports/.

Statewide Movement

DHRD tracks the movements of employees in, within, or out of a department. Each “move out” creates a vacancy within the state workforce. Table 4 shows the statewide count of the various types of moves out from FY17 through FY24 for all Executive Branch departments, excluding the Department of Education and University of Hawai‘i.

- Moves Within Department are transfers or promotions to permanent civil service positions. This also includes movements from temporary/exempt/89-day hire appointments into permanent, civil service positions.
- Moves Out of Department means the employee moved to a different position in a different department.
- Retirements are self-explanatory but include reasons such as Voluntary Retirement (381), Dishonesty (5), and Ordinary Disability (1).
- Terminations include both voluntary and in-voluntary terminations, including individuals who have left state government for other opportunities. The most common reasons for leaving include Personal Reasons (219), Other Reasons/Unknown (208), Other Employment Private (80), Other Jurisdiction (76), Discharge (44), Accept Exempt Position (39), Death (33), Work for City & County of Honolulu (19), and Health Reasons (12).

Of the 1,146 individuals who left state employment through termination or retirement in FY24, one person was dissatisfied with their pay, one person was dissatisfied with their hours, and two people were dissatisfied with their supervisor. A detailed breakout of the explanation of reasons that employees left state government can be found in Appendix A.

Table 4: Statewide Types of Turnover and Moves Out from FY17 – FY24

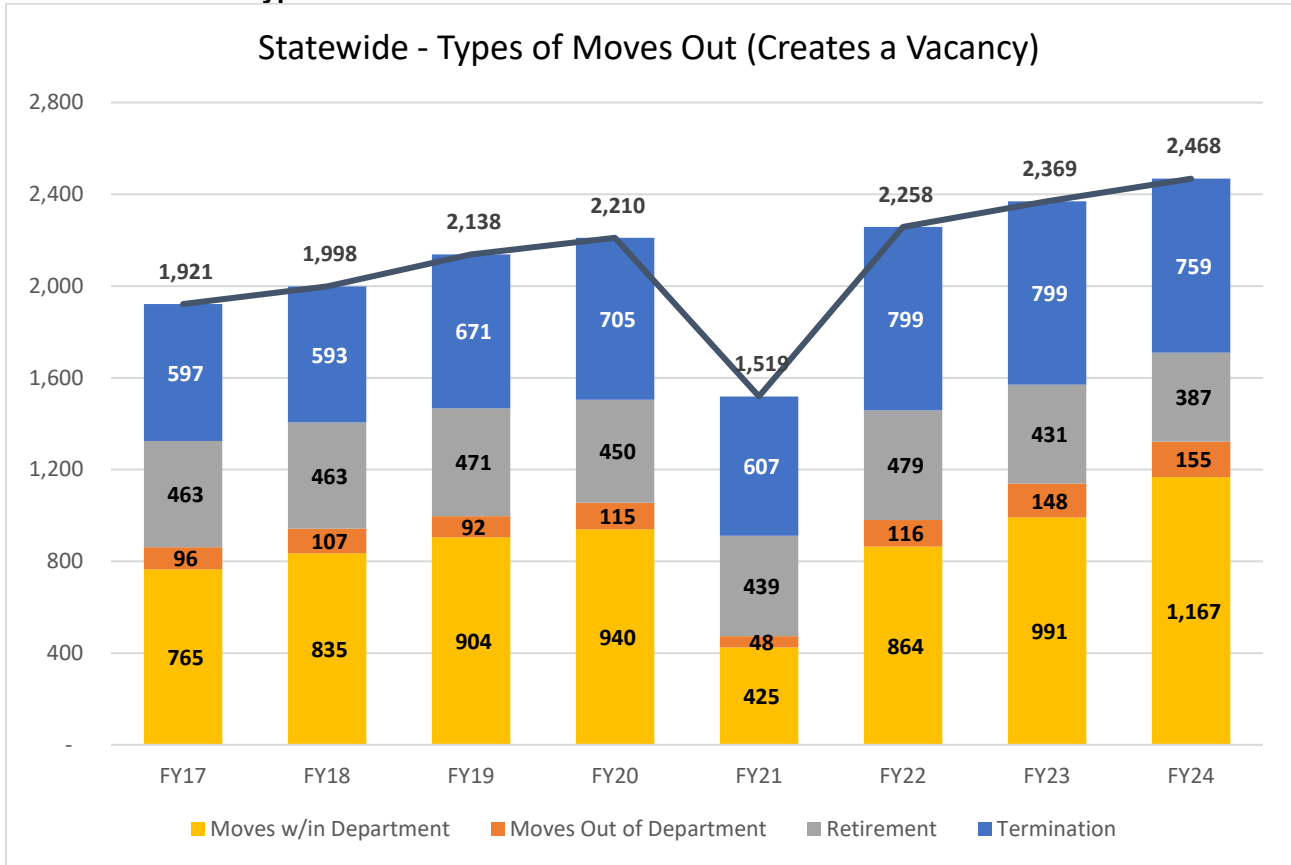
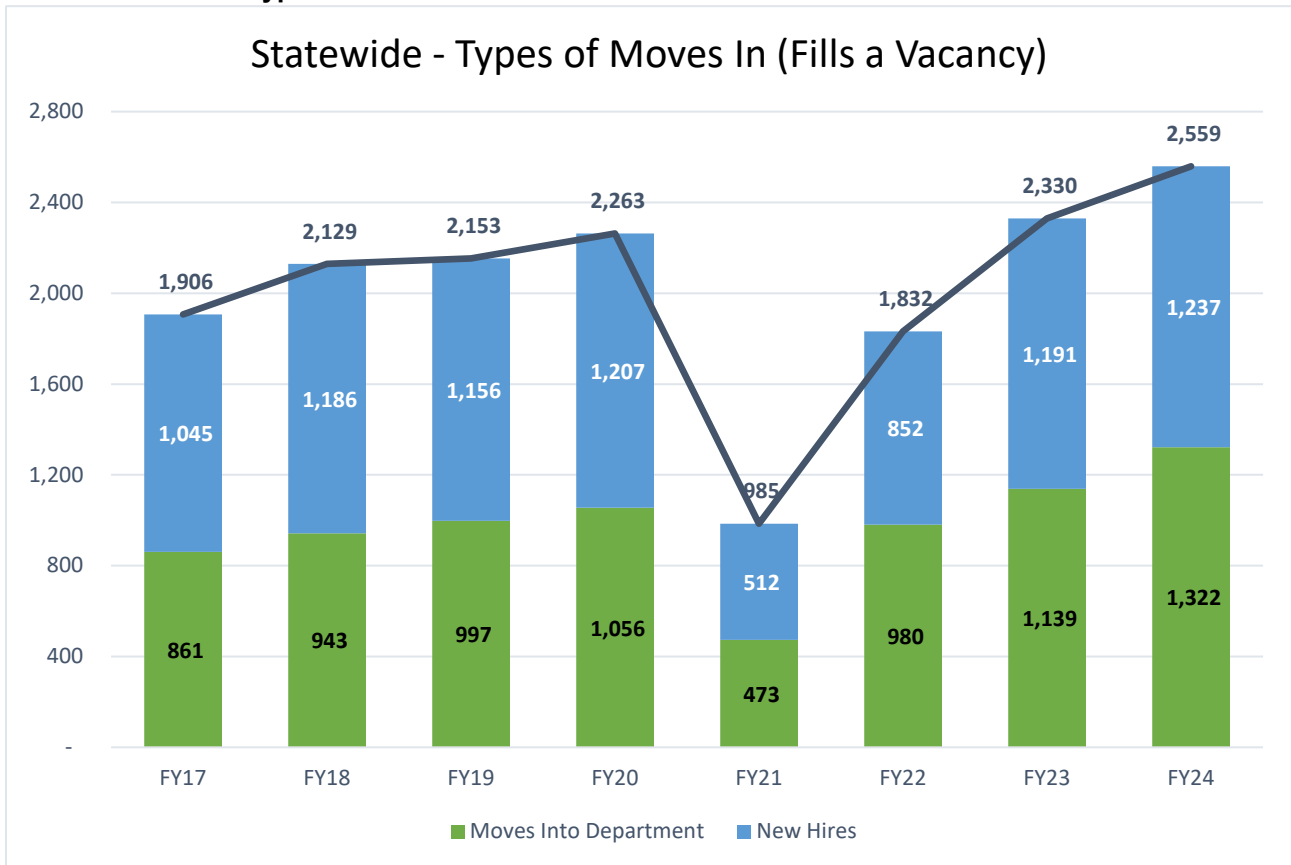


Table 5: Statewide Types of Moves Into and New Hires from FY17 – FY24



State employees often transfer to a different department for professional growth or a higher paying position. The movements in Table 5 fill a vacancy and show the statewide total of types of moves into a department, either from the same department or different department, and new hires from FY17 to FY24.

The substantial dip in FY21 is attributed to the hiring freeze for funded civil service positions imposed by Governor David Ige, which was in place from April 2020 through July 2021, per [Executive Memorandum 20-01](#).

The State is finally seeing a net increase in positions being filled; something that hasn't happened since FY20, prior to the COVID-19 pandemic. Thus, the decrease in the statewide vacancy rate this year. The breakout of moves in and out by department can be found in Appendix B.

Retirement Projections

DHRD's annual State of Hawai'i Workforce Profile Report submitted to the Legislature each year projects the eligible retirements for the Executive Branch workforce over the next five fiscal years. Table 6 provides the details and breakout of retirement projections for the Executive Branch.

Table 6: FY2024 – FY2029 Retirement Projections

DEPT	TOTAL # OF EES IN THE DHRD PERSONNEL SYSTEM	# OF EES ELIGIBLE TO RETIRE (FY24)	FY25	FY26	FY27	FY28	FY29	# ELIGIBLE FOR RETIREMENT BY 06/30/2029*	% OF DEPT. WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2029
AGR	242	46	2	6	6	8	8	76	31%
AGS	629	127	15	21	19	22	26	230	37%
ATG	620	122	20	16	17	24	27	226	36%
BUF	334	37	9	7	5	7	13	78	23%
BED	326	51	8	9	9	9	11	97	30%
CCA	442	49	19	15	16	17	24	140	32%
DCR	1,848	350	54	68	62	49	50	633	34%
DEF	392	38	7	11	11	10	11	88	22%
GOV	52	0	1	0	0	0	1	2	4%
HHL	135	21	3	0	3	4	7	38	28%
HMS	1,714	290	62	46	50	42	46	536	31%
HRD	84	21	3	0	2	3	2	31	37%
HSPLS	448	78	18	10	12	13	13	144	32%
HTH	2,448	322	61	72	86	56	75	672	27%
LAW	385	46	12	5	8	11	13	95	25%
LBR	527	74	13	8	10	17	13	135	26%
LNR	830	108	24	18	19	23	23	215	26%
LTG	16	1	0	0	0	0	0	1	6%
TAX	315	60	12	9	6	10	11	108	34%
TRN	2,264	377	68	72	70	79	93	759	34%
TOTAL	14,051	2,218	411	393	411	404	467	4,304	31%

Source: State of Hawai'i Workforce Profile Report, 2024

*Assumes no retirements of eligible employees prior to 06/30/2029.

Vacancies by Class of Work in Executive Branch

With 31% of the workforce eligible to retire in the next five years, there is a significant risk of losing institutional knowledge and experienced personnel, which could severely impact the state government's ability to provide essential services.

The high number of vacant positions in the State of Hawai'i presents several critical challenges and opportunities for improving workforce management and service delivery. Table 7 identifies the highest number of vacancies by class of work as of November 1, 2024. In Table 7, the classes of work are combined for all levels. For example, Office Assistant (OA) total vacancies include counts for OA II, III, IV and V levels. If an applicant applied for and was qualified at multiple levels, they are counted at each level for which they are qualified. Additionally, there are often multiple recruitments per year. If an applicant applies more than once for the same level and are found to be qualified, they are counted each time they apply and are deemed qualified.

Table 7: Largest Vacancies by Class of Work/Series (50 or more)

Position Title	Number Vacant (2024)	% of Total Vacancies	Number of Qualified Applicants	Number Vacant (2023)
Office Assistant	463	10.73%	1,439	496
Adult Corrections Officer Recruit	217	5.03%	965	219
Adult Corrections Officer III - VII	198	4.59%	Delegated	235
Human Services Professional	169	3.92%	149*	180
Engineer	145	3.36%	267	143
Eligibility Worker	117	2.71%	462	121
Administrative Assistant (formerly Secretary)	106	2.46%	507	98
Information Technology Band A-D	100	2.32%	531	108
Janitor	93	2.16%	1,470	85
Registered Nurse	90	2.09%	746	113
Para-Medical Assistant (Mental Health)	83	1.92%	42	14
Account Clerk	82	1.90%	233	80
General Laborer	78	1.81%	1,035	76
Deputy Sheriff I & II	54	1.76%	150	39
Deputy Sheriff III – V	22 (76 total)		Delegated	17 (56 total)
Program Specialist	74	1.71%	110	83
Social Worker	69	1.60%	23*	64
Library Assistant & Technician	65	1.51%	275	77
Investigator	59	1.37%	172	54
Social Service Aid & Assistant	59	1.37%	134	62
Unemployment Insurance Specialist	56	1.30%	Delegated	51
Accountant	55	1.27%	124	47
Environmental Health Specialist	53	1.23%	156	55
Human Resources Assistant & Technician	52	1.21%	284	57
Human Resources Specialist	50	1.16%	255	38

HRMS vacancy data as of November 1, 2024

* Recruitments for Social Workers and Human Service Professionals can be run individually or jointly. Some recruitments are for “Social Workers or Human Service Professionals”. The numbers in Table 7 are for individual recruitments, but the joint recruitment qualified applicant number is 334 in 2024.

** DHRD only recruits for Deputy Sheriff I and II. All other levels are delegated.

Recruitment Strategies

With Hawai'i facing an unprecedented labor shortage and to address vacancy issues, the State Recruiting Office realized the importance of utilizing different strategies to attract prospective candidates to State employment. The following outlines a few of the methods focused on this year:

Outreach/Marketing

Following the successful on-screen advertising campaign with Consolidated Theatres in October 2023, the DHRD Recruiting Office has continued its partnership with two additional ad campaigns in 2024. These campaigns ran for 12 weeks each, from May 13 to August 4 and from October 14, 2024, to January 5, 2025. During these periods, 30-second promotional videos were presented 2-3 times before every movie at various locations, including Kāhala, Ward, Pearlridge West, Mililani Cinema 14, 'Olino by Consolidated Theatres, and Kapolei Theatres. The two recruitment videos, created by DHRD staff, featured state employees from diverse career groups, such as blue collar/trades, office administration, information technology, law enforcement, and health services.

In addition to the Consolidated Theatres campaign, DHRD has entered into advertising contracts with the University of Hawai'i at Mānoa Athletics, TheBus, and Hawai'i's Network of Malls. The contract with UH Mānoa Athletics provides visibility for state recruitment at the Stan Sheriff Center during all men's and women's volleyball and basketball games throughout the 2024-25 school year, targeting approximately 75,000 residents and students.

DHRD has also begun advertising on TheBus with a 6-month contract covering 480 buses that operate daily routes throughout O'ahu. This initial contract aims to secure better placement for future advertising. Additionally, DHRD has a one-year print advertisement on display at the Kalihi and Alapai Transit Centers.

Furthermore, a one-year contract with Hawai'i Network of Malls allows DHRD to place print advertisements in 16 shopping malls and centers, reaching an average of 2.2 million shoppers each month. DHRD plans to extend its reach to additional malls on O'ahu in the coming year. Overall, DHRD will continue to seek new opportunities to expand its marketing and branding efforts.

Targeted Recruitment and Job Fairs

Throughout 2024, DHRD has actively leveraged social media platforms like Facebook, Instagram, X (formerly Twitter), and LinkedIn to promote state recruitments and job fair initiatives. In February 2024, DHRD signed a one-year contract with LinkedIn to utilize their Talent Solutions services, which include career pages to showcase the executive branch and job postings, as well as an automated job wrapping process that streamlines and accelerates job listings. However, as the contract approaches its end, there is insufficient evidence to determine the impact of this strategy on recruitment figures, prompting DHRD to continue assessing its effectiveness.

Recognizing the competitive job market, DHRD emphasizes the importance of maintaining a strong presence at various career fairs and outreach events to engage directly with potential applicants. The State Recruiting Office collaborates with state agencies to represent state job opportunities and employee benefits effectively. In the first half of 2024, DHRD participated in 13 events, including career fairs at the University of Hawai'i at

Mānoa, the University of Hawai'i West O'ahu, Chaminade University, and Hawai'i Pacific University, which facilitated connections with college graduates. DHRD also coordinated participation in public events organized by the Star Advertiser at the Neil Blaisdell Center.

In the second half of 2024, the State Recruiting Office collaborated with other departments to represent the State Executive Branch at 16 additional career fairs and outreach events, specifically targeting students graduating with relevant degrees. Participation included events at universities and the Neil Blaisdell Center, as well as fairs hosted by Joint Base Pearl Harbor-Hickam, Kahi Mohala, and the Hawai'i Technology Development Corporation.

To further enhance recruitment efforts, DHRD hosted targeted fast-track recruitment events aimed at expediting the application and screening process. These events allowed DHRD to implement new procedures, including on-site application acceptance for roles such as Office Assistant, Library Assistant, Registered Nurse, Social Worker, and Professional Trainee, as well as on-site screening and interviews. A total of 496 applications were received during these events, with 373 individuals qualified, 479 interviews scheduled, and 66 individuals hired by participating departments as of October 9, 2024. DHRD continues to collaborate with counterparts on the neighbor islands to participate in local events, assisting in filling state vacancies across the islands.

SkillBridge

In July 2024, DHRD's application was approved by the U.S. Department of Defense's SkillBridge program on behalf of the State of Hawai'i. SkillBridge creates a partnership with employers and current active-duty service members and provides the service member an opportunity to receive specific training or participate in an internship or apprenticeship with an employer during their last three to six months of their military service. This program assists the service members with transitioning to civilian life and will provide training or experience, with the hope that the service members will apply for a vacant position upon retirement or separation.

To promote the State's SkillBridge partnership with service members, DHRD corresponded with each branch of service to highlight the State's endeavors. DHRD staff have also attended SkillBridge fairs and recruiting events held by the Joint Based Pearl Harbor Hickam to meet with members, promote our opportunities, and gain more insight into the SkillBridge program from their SkillBridge Coordinators and other approved partners.

DHRD initially focused on IT positions, looking to create partnerships and pathways from active-duty military to filling civil service vacancies. While numerous service members expressed an interest in our program since its inception, none possessed information technology experience. Therefore, to reach a broader pool of exiting service members, DHRD recently expanded our opportunities to include Account Clerks, Building Maintenance Workers, Office Assistants, and Registered Nurses, with more classes to be added in the future.

DHRD has been working with various departments to identify department specific classes of work that will benefit from SkillBridge and will continue to collaborate with the managers to secure our first partnership request.

[Hele Imua State of Hawai'i Internship Program](#)

Since its inception in September 2022, the Hele Imua State of Hawai'i Internship Program has seen significant developments, particularly following the memorandum of agreement signed between DHRD and DLIR in September 2023. This agreement formalizes the support that DHRD will provide to the internship program. As part of this collaboration,

DLIR has assigned an exempt Workforce Program Specialist to DHRD to assist with the internship program and support the interns directly.

The Workforce Program Specialist began working with DHRD in November 2023, taking on the responsibility of coordinating programs and developing a five-course curriculum specifically for the Hele Imua interns. The primary goal of the internship is to equip interns with quality work experience, preparing them for careers in their chosen industries. This structured approach aims to enhance the interns' employability and better prepare them for future opportunities within state government and beyond. The program includes:

- 1) Hele Imua Meet and Greet – scheduled bi-monthly, providing an overview of the learning management system, their intern learning plan, and specifics about the in-person trainings, focused on the application, interview, and placement process. 151 interns attended between January 2024 and September 2024. Meetings will continue twice a month for the remainder of the calendar year.
- 2) Hele Imua In-Person – this all-day session covers resume creation/refreshment, NeoGov and the State’s application process, and an interviewing process workshop. 72 interns have attended 6 sessions so far in 2024 and there is one more session scheduled in November 2024.
- 3) Hele Imua Recruitment Workshop – Hands-on workshop with the intern and a DHRD recruiter, exploring positions for which the intern would qualify. 19 interns attended two sessions in 2024 and one more class is scheduled in 2024.
- 4) Hele Imua Open House – a networking event for current interns where former interns, now employees, hosted a round-table discussion on their experiences, and a Legislator Q&A session. One event was held in 2024.
- 5) Hele Imua Learning Path – compilation of approximately 23 online/on-demand training courses for all interns including an overview of State government, Equal Employment Opportunity (EEO) Training and Workplace Violence Program training. 164 interns were enrolled in 2024.

Table 8: Hele Imua Internship Recap

	Total Interns	Completed Internships	Permanent Positions	89-day Hire or Quest	Return to School	Job Other than State	Active Interns
O’ahu	127	76	20	4	22	7	51
Hilo	23	12	4	0	0	0	11
Kaua’i	10	2	0	0	0	0	8
Maui	18	5	0	0	0	0	13

Internship data compiled by DHRD, as of October 22, 2024.

Updated Classes of Work

The job title "Secretary" has become outdated in both the private and public sectors, prompting a shift toward more contemporary titles like "Administrative Assistant." To keep the State’s job titles current and appealing to potential applicants, DHRD has retitled the Secretary series to Administrative Assistant and the existing Administrative Assistant series to Executive Specialist, effective July 16, 2024. This modernization aligns job titles with industry standards, positioning the State to attract top talent more effectively.

Following these changes, there has been a noticeable increase in the total number of applications received for both series, indicating that the new titles have positively impacted recruitment efforts. Moving forward, DHRD is committed to exploring additional ways to

modernize its classification and compensation system to further enhance its appeal to prospective employees.

Compensation Updates

Engineer Salary Schedule

To address the challenges in recruiting and retaining employees within the Engineer series, DHRD developed a separate salary schedule aimed at enhancing competitiveness. These classes of work have faced significant difficulties in filling positions and were classified as a shortage category several decades ago, leading to multiple increases in shortage rates paid through a differential.

The new salary schedule integrates these shortage differentials into the base pay, creating a revised structure that aligns more closely with market rates and offers higher wage levels. This adjustment is expected to improve recruitment efforts while also aiding in the retention of employees who are nearing retirement eligibility. By making these changes, DHRD aims to ensure a more stable and qualified workforce within the Engineer series.

New Shortage Categories

To enhance recruitment and retention efforts, several classes were designated as shortage categories in 2024, including Highway Construction Inspector, General Construction Inspector, Special Education Teachers (within the Department of Health), Planners, and Airport Operations Controller. Additionally, hiring rates for Child Welfare Services (CWS) positions—including Human Services Professionals, Social Workers, and Child/Adult Protective Services Specialists—were also increased due to the critical nature of these roles and the ongoing challenges in filling them. These measures aim to address workforce shortages in key areas and ensure that essential services remain effective and accessible.

Recommendations

In the years since the inception of the Act 57 Annual Report, DHRD has identified multiple positions to be abolished using various parameters (10 years, 5 years, then 4 years vacant). In 2021 – DHRD identified 46 vacant positions, three were abolished Act 088 (SLH 2021). In 2022 – DHRD identified 66 positions, one was abolished in Act 248 (SLH 2022). In 2023 – DHRD identified 131 positions, nine were abolished in Act 164 (SLH 2023).

This year, DHRD, in partnership with the Department of Budget and Finance (B&F), continues to identify numerous long-standing state vacancies.

In July 2024, each Executive Branch department was requested to update and clean up their human resources management system data, making sure positions are removed if they had been abolished, if the not to exceed (NTE) date had passed, etc. In August 2024, each Executive Branch department was provided with a list of their vacant positions that have remained unfilled for more than four years. Departments were allowed to explain the reasoning for the length of vacancy.

As of November 1, 2024, 419 civil service positions have been vacant for four years or more.

Table 9: Count of Positions Vacant Four Years or More

AGR	AGS	ATG	BED	BUF	DCR	DEF	HHL	HMS
14	12	4	4	1	16	10	6	70
HSPLS	HTH	LAW	LBR	LNR	TAX	TRN	UOH	
32	67	7	20	16	46	79	15	

The specific position titles and departmental justifications for these vacancies that are recommended for abolishment can be found in Appendix C.

Conclusion

In recent years, State employees were changing positions or leaving state service faster than departments could fill vacancies, which has caused the State’s civil service vacancy rate to steadily increase. However, this past year, DHRD has taken extraordinary measures to reverse the upward trend. Recruitment activity, interest, and workload has increased in almost every area from the number of advertised recruitments, applications received and screened, lists issued and eligibles referred to departments. In addition, the Executive Branch faces an ageing statewide workforce that is approximately 31% eligible to retire within the next five years.

DHRD has made tremendous progress increasing recruitment efforts, but there is still more work to be done helping departments update their position descriptions; conducting a comprehensive review of the State’s Classification and Compensation system to update and modernize our framework and minimum qualification requirements; and developing a workforce survey to gain better insight into our employees’ needs and ways to support them with retention efforts.

DHRD remains committed to creating and providing value to the State of Hawai’i Executive Branch by supporting State agencies with their human resources needs and supporting employees with opportunities for professional development.

APPENDIX A

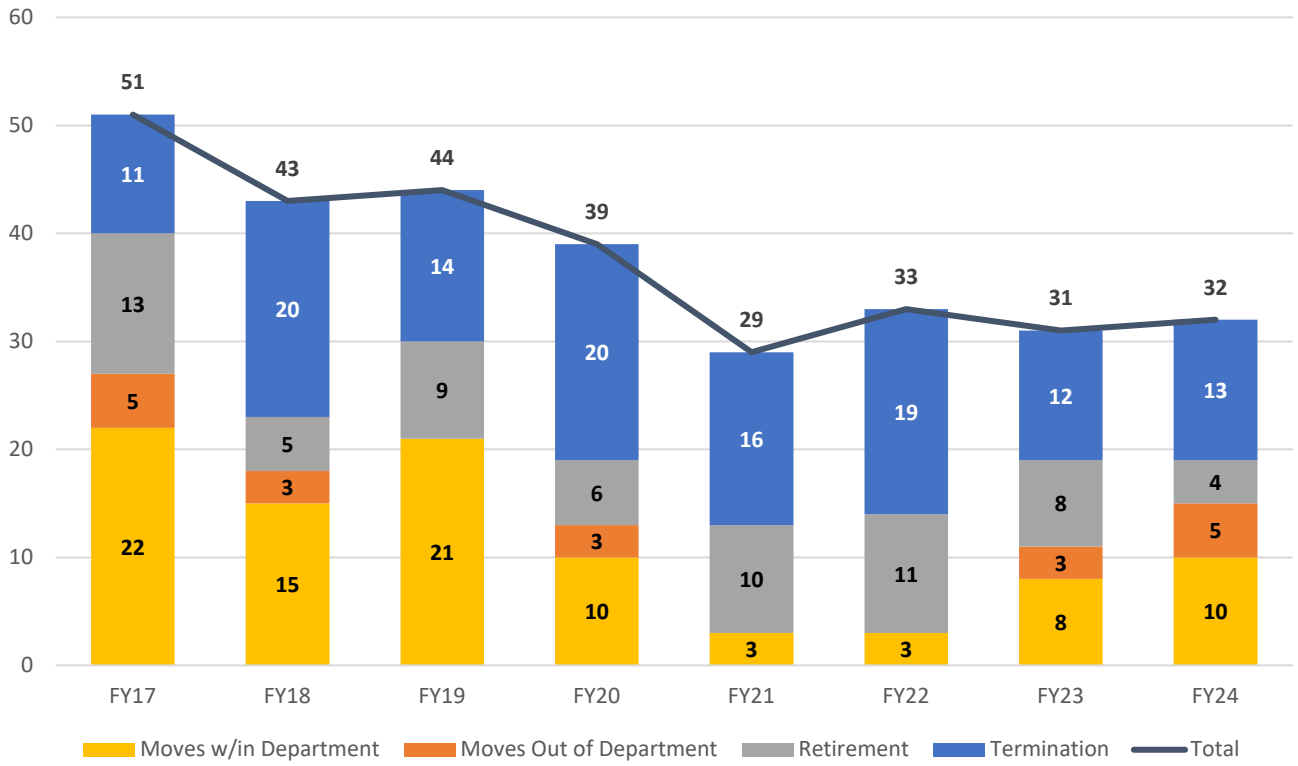
Appendix A: Reasons for leaving state employment in Fiscal Year 2024 - Totals

Action	Reason	Full Reason	Number
RET	VOL	Voluntary Retirement	381
TER	PER	Personal Reasons	219
TER	OTH	Other Reasons	111
TER	UNK	Unknown Reasons	97
TER	PVT	Other Employment (Private)	80
TER	JUR	Other Jurisdiction	76
TER	DSC	Discharge	44
TER	XMP	Accept Exempt Position	39
TER	DEA	Death	33
TER	CCH	Work for City & County of Honolulu	19
TER	HEA	Health Reasons	12
TER	PRB	Failure to Qualify – Probl Appt	12
RET	DIS	Dishonesty	5
TER	EDU	Education	3
TER	ATT	Attendance	2
TER	NSH	No Show	2
TER	SUP	Dissatisfied with Supervision	2
TER	BEN	Better Benefits	1
TER	HRS	Dissatisfied with Hours	1
TER	ILL	Illness in Family	1
TER	LVE	Failure to Return From Leave	1
RET	ORD	Ordinary Disability	1
TER	PAY	Dissatisfied with Pay	1
TER	SYS	Forfeit Return Rights	1
TER	TMP	End Temporary Employment	1
TER	WRT	No Written Notice Provided	1
	Grand Total		1,146

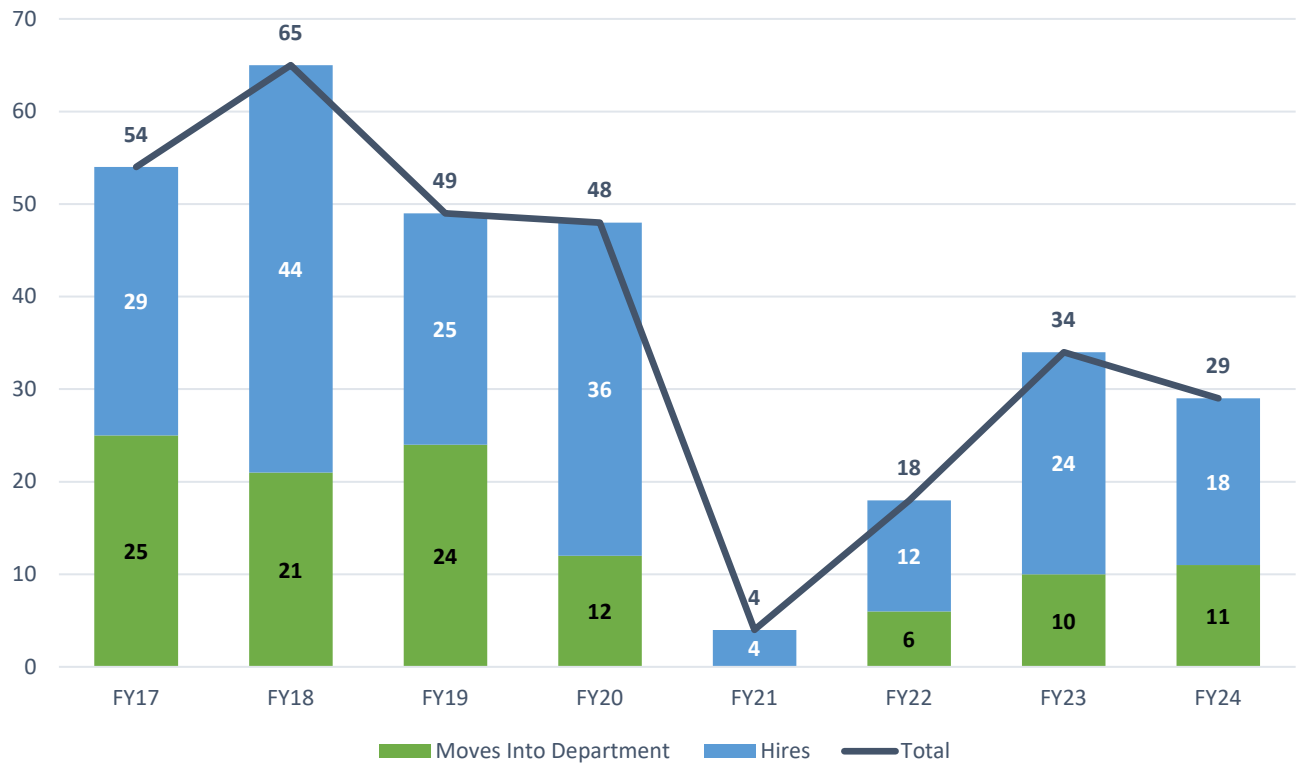
APPENDIX B

DEPARTMENT OF AGRICULTURE (AGR)

Types of Moves Out of Department (Creates a Vacancy)

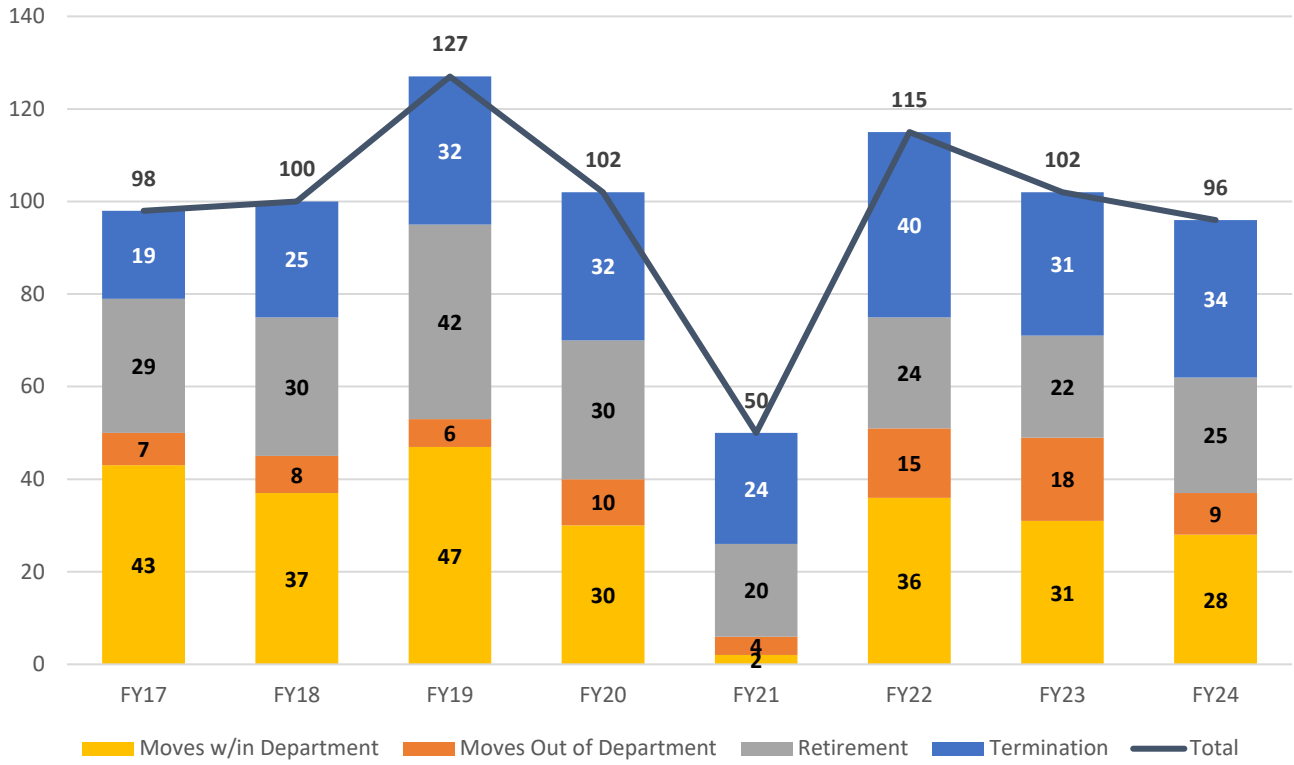


Types of Moves Into Department (Fills a Vacancy)

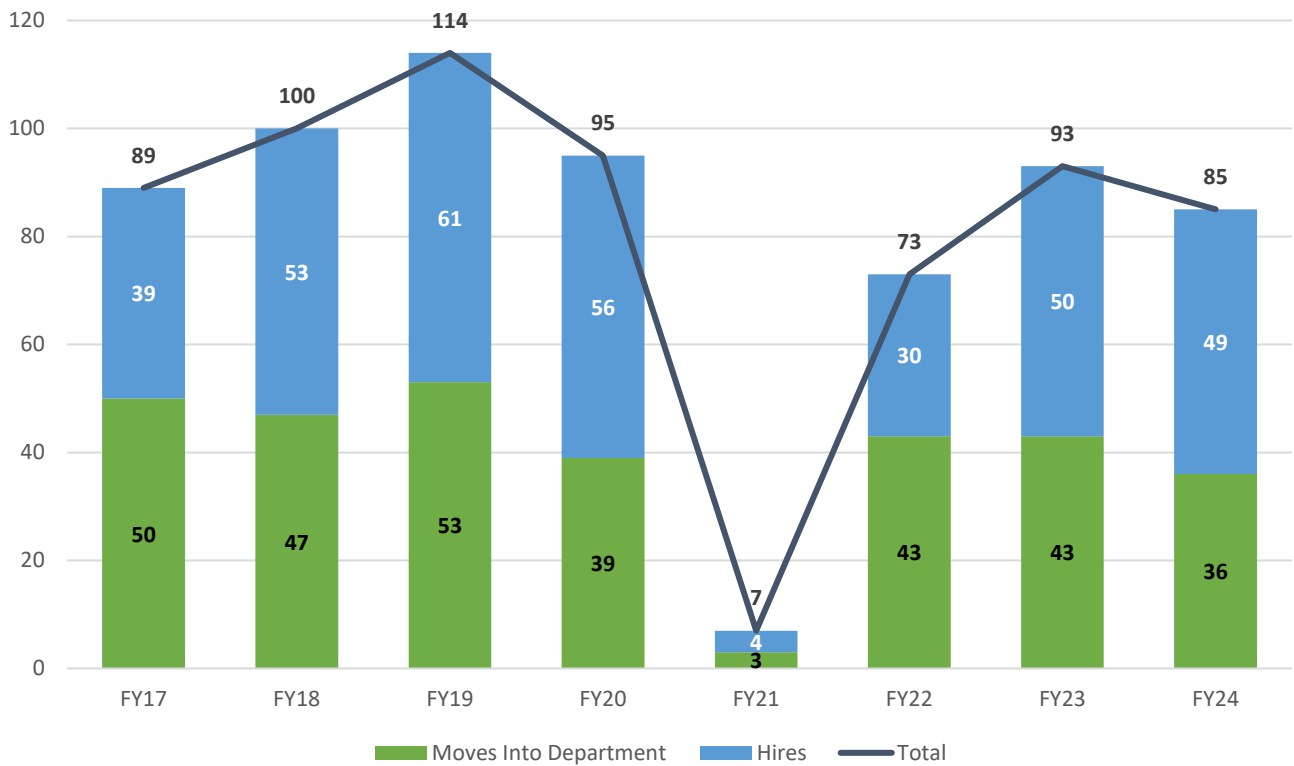


DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES (AGS)

Types of Moves Out of Department (Creates a Vacancy)

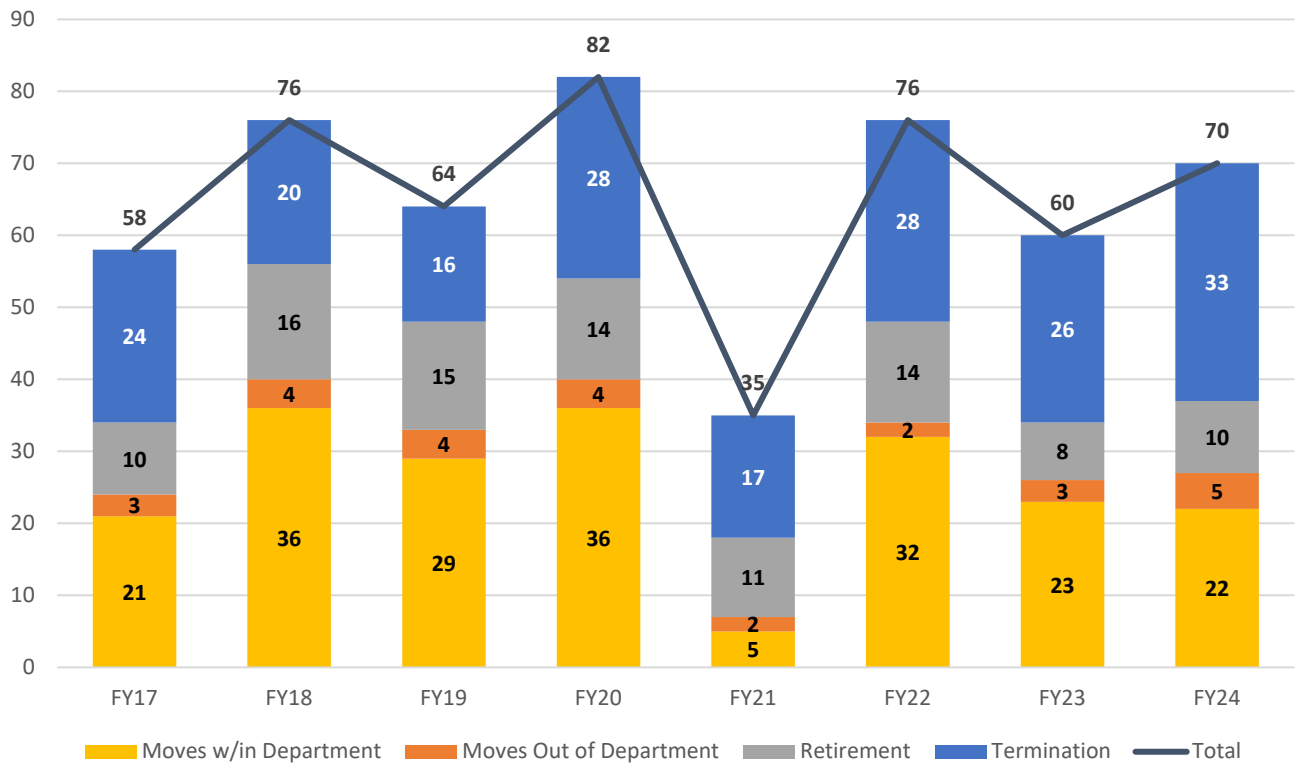


Types of Moves Into Department (Fills a Vacancy)

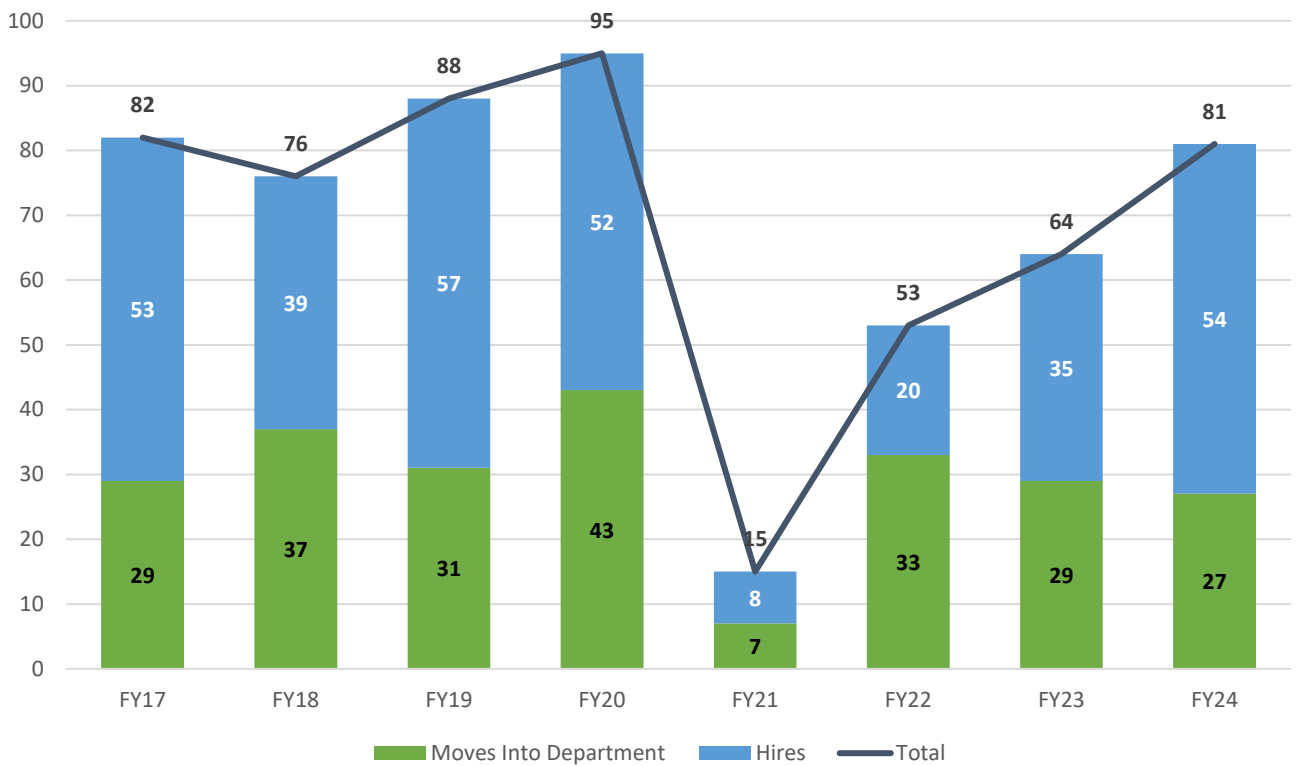


DEPARTMENT OF THE ATTORNEY GENERAL (ATG)

Types of Moves Out of Department (Creates a Vacancy)

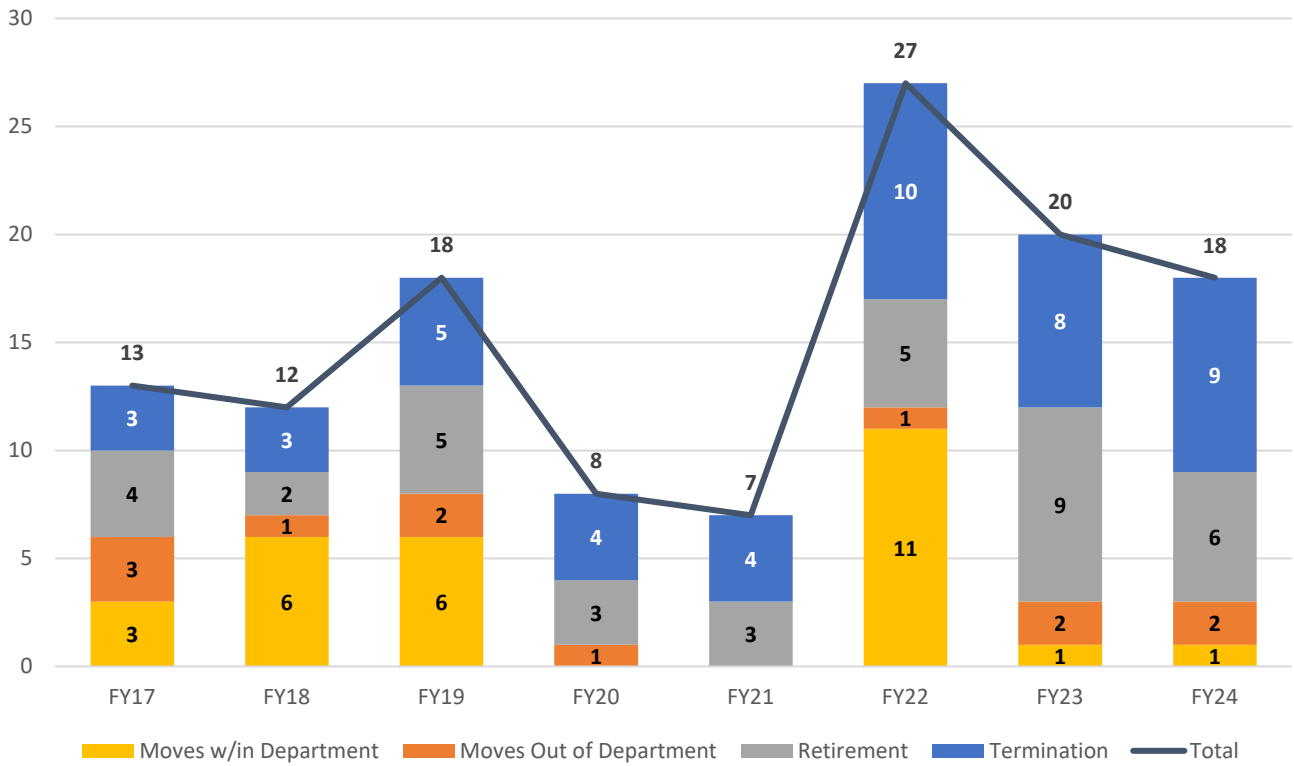


Types of Moves Into Department (Fills a Vacancy)

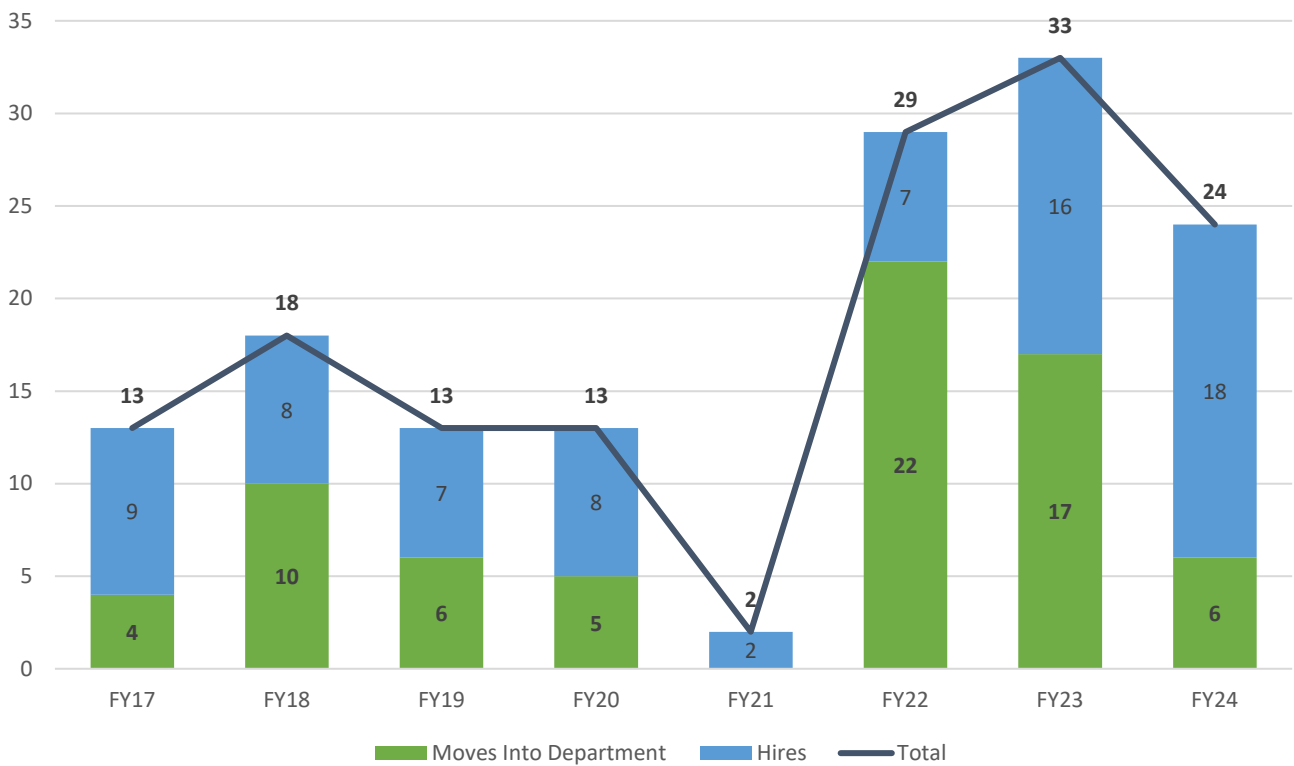


DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT & TOURISM (BED)

Types of Moves Out of Department (Creates a Vacancy)

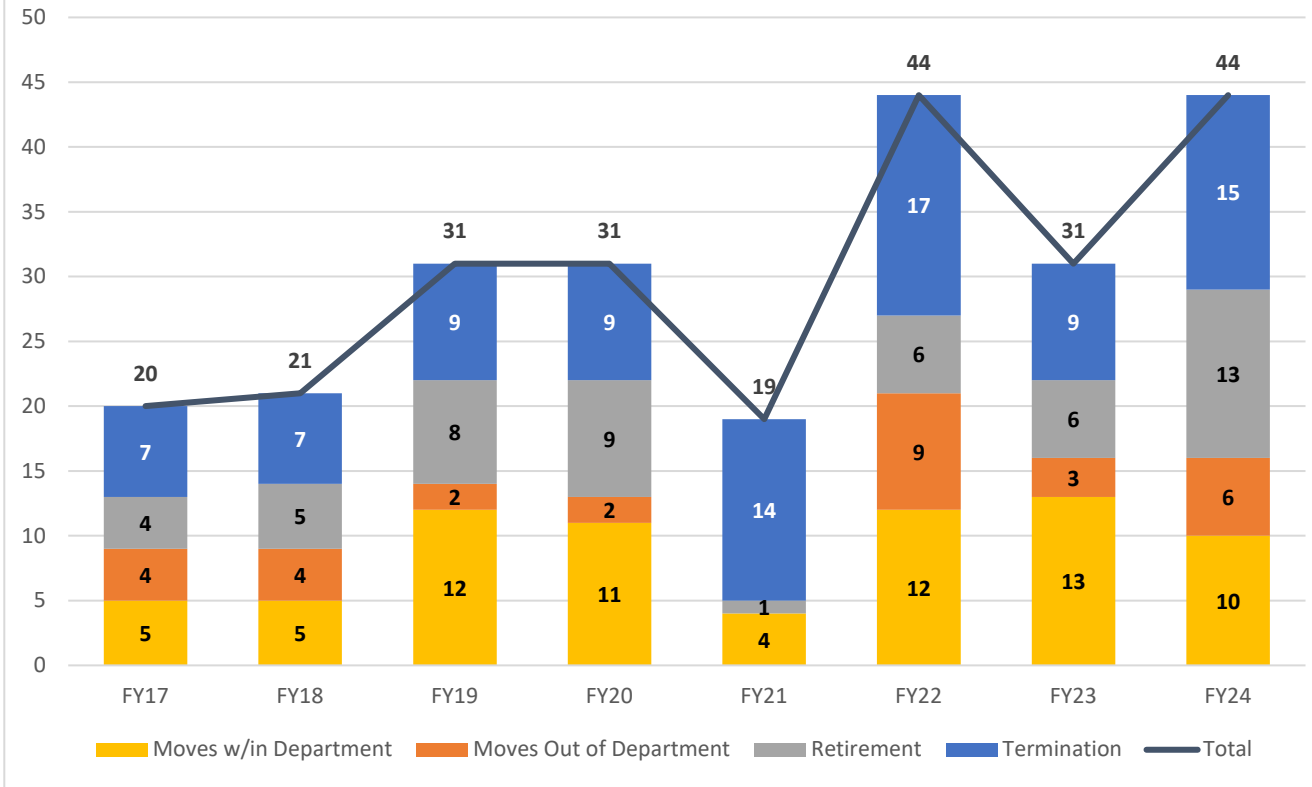


Types of Moves Into Department (Fills a Vacancy)

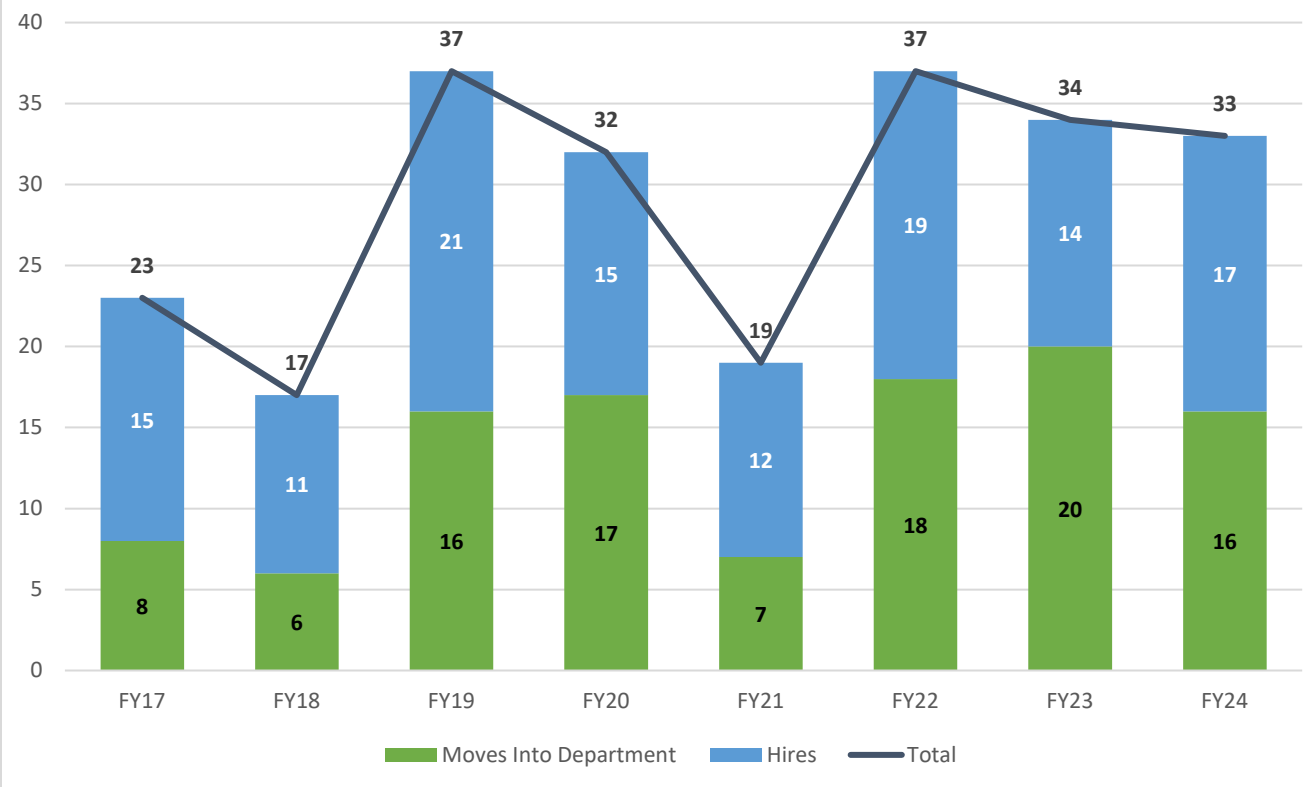


DEPARTMENT OF BUDGET AND FINANCE (BUF)

Types of Moves Out of Department (Creates a Vacancy)

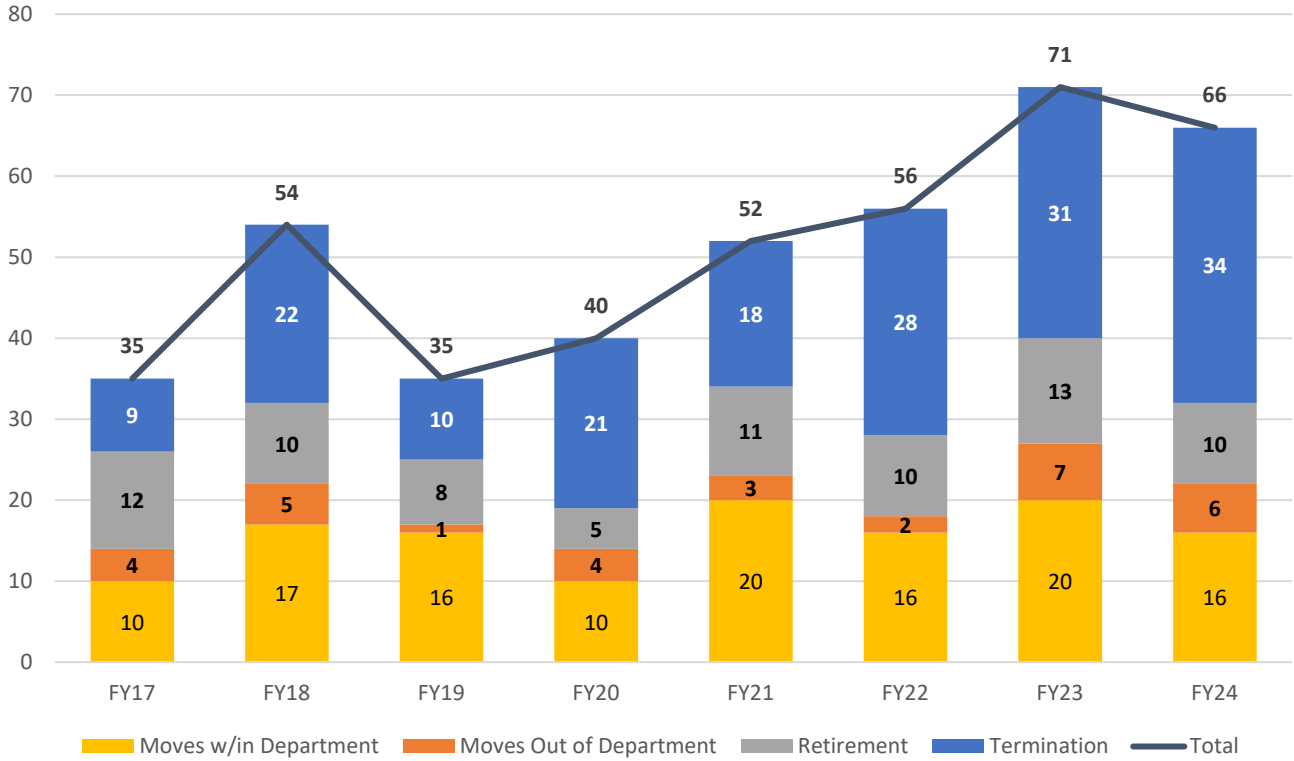


Types of Moves Into Department (Fills a Vacancy)

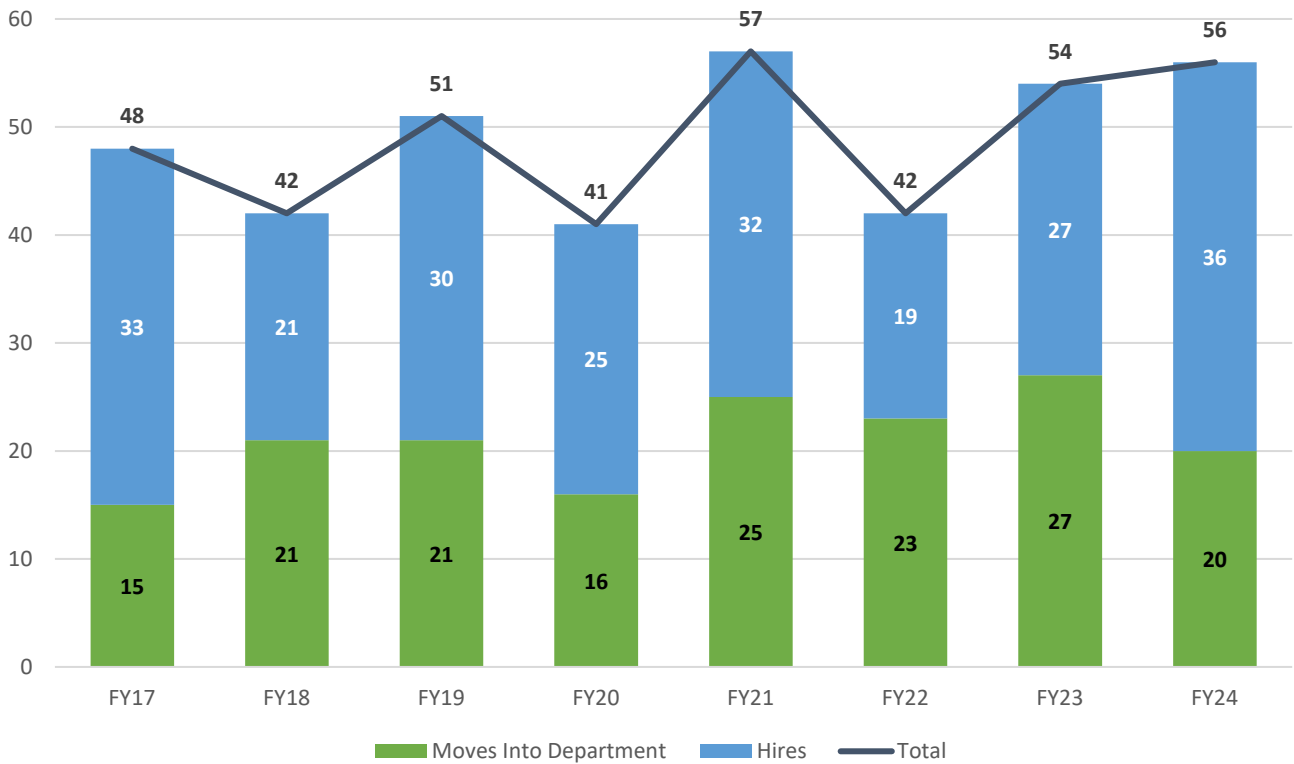


DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS (CCA)

Types of Moves Out of Department (Creates a Vacancy)

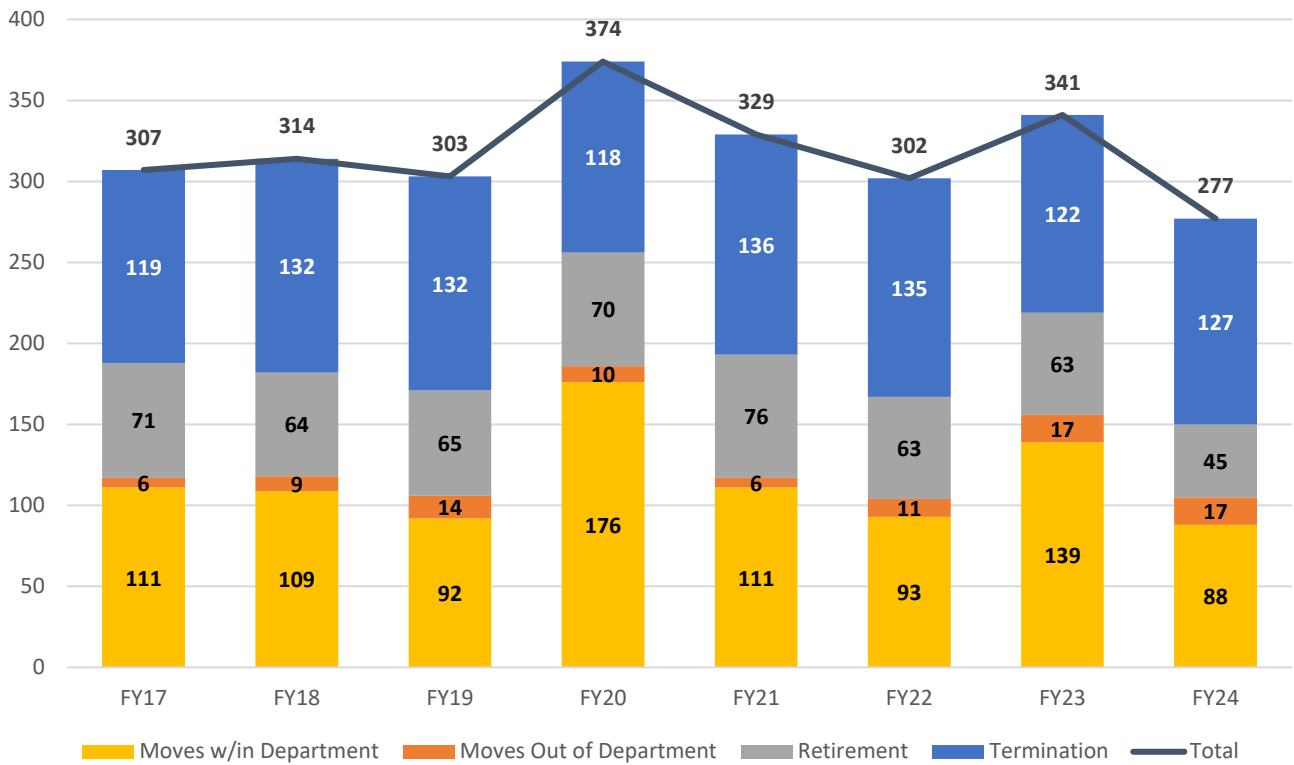


Types of Moves Into Department (Fills a Vacancy)

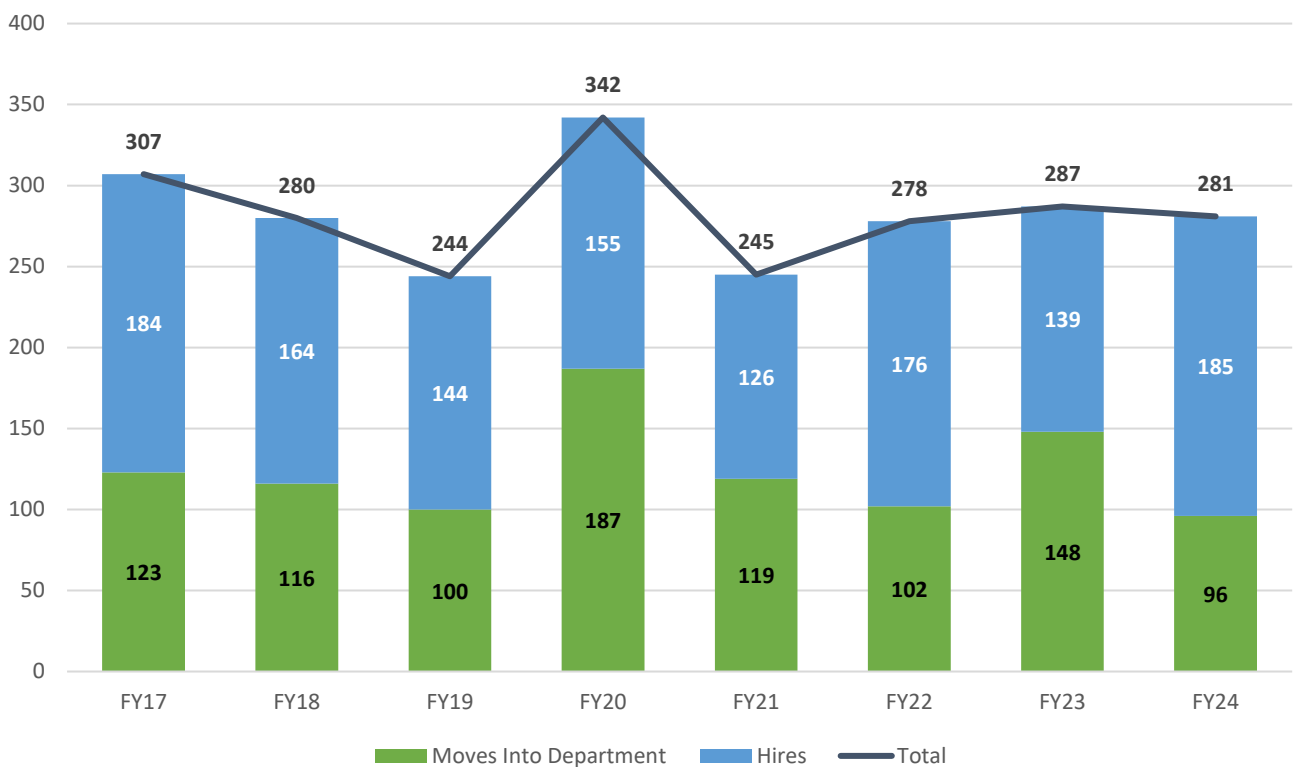


DEPARTMENT OF CORRECTIONS AND REHABILITATION (DCR)

Types of Moves Out of Department (Creates a Vacancy)

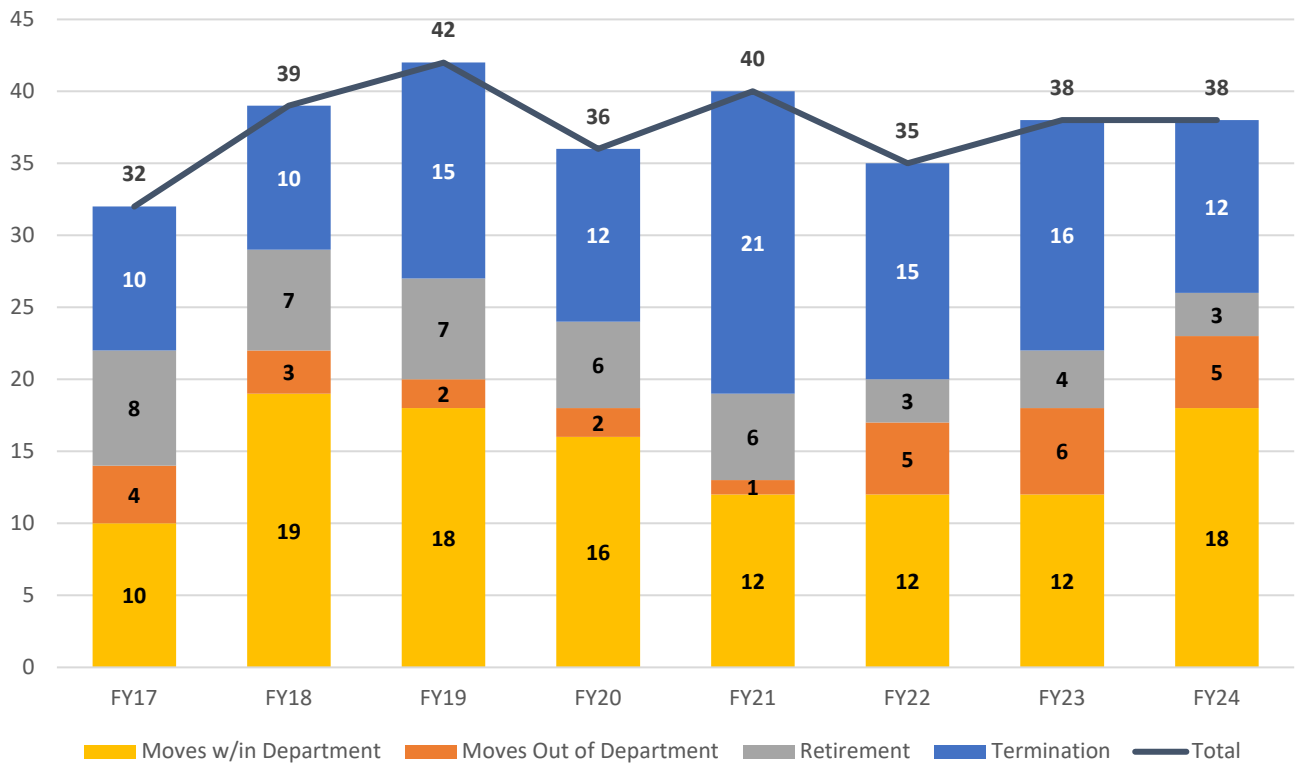


Types of Moves Into Department (Fills a Vacancy)

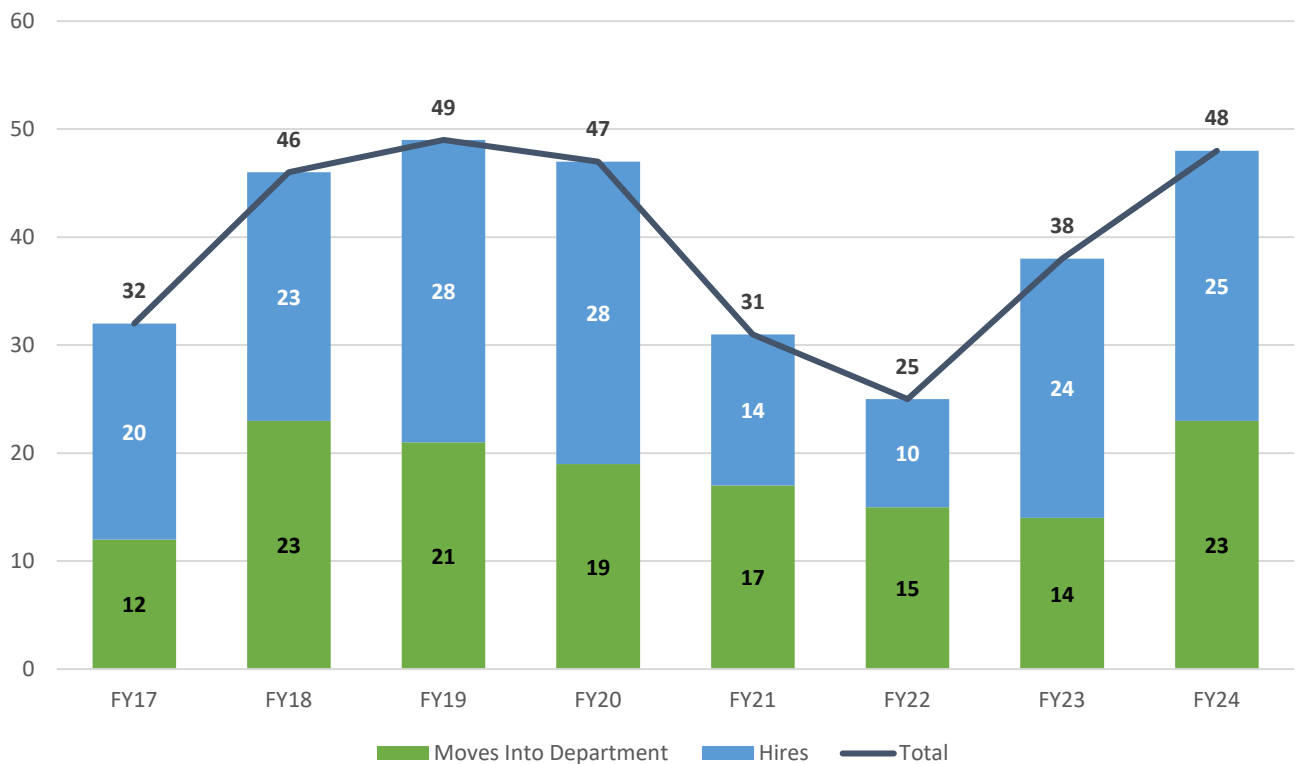


DEPARTMENT OF DEFENSE (DEF)

Types of Moves Out of Department (Creates a Vacancy)

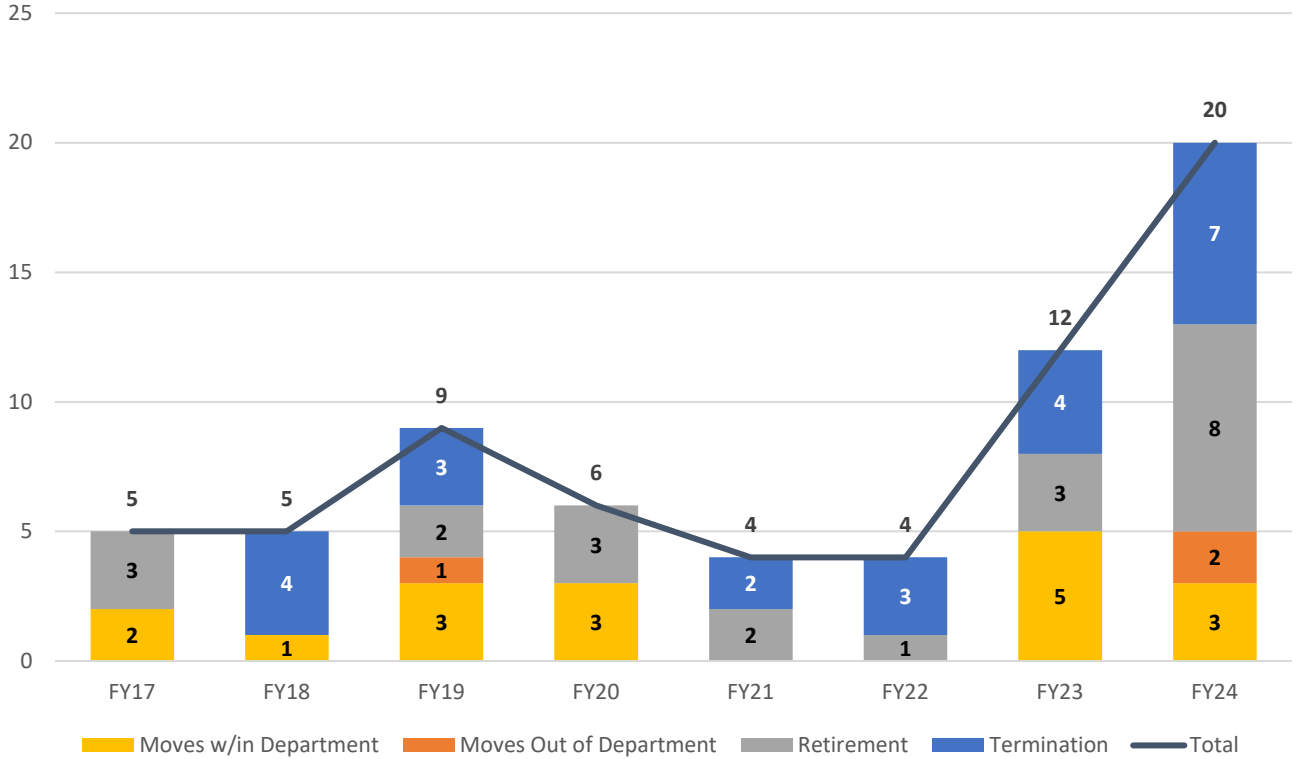


Types of Moves Into Department (Fills a Vacancy)

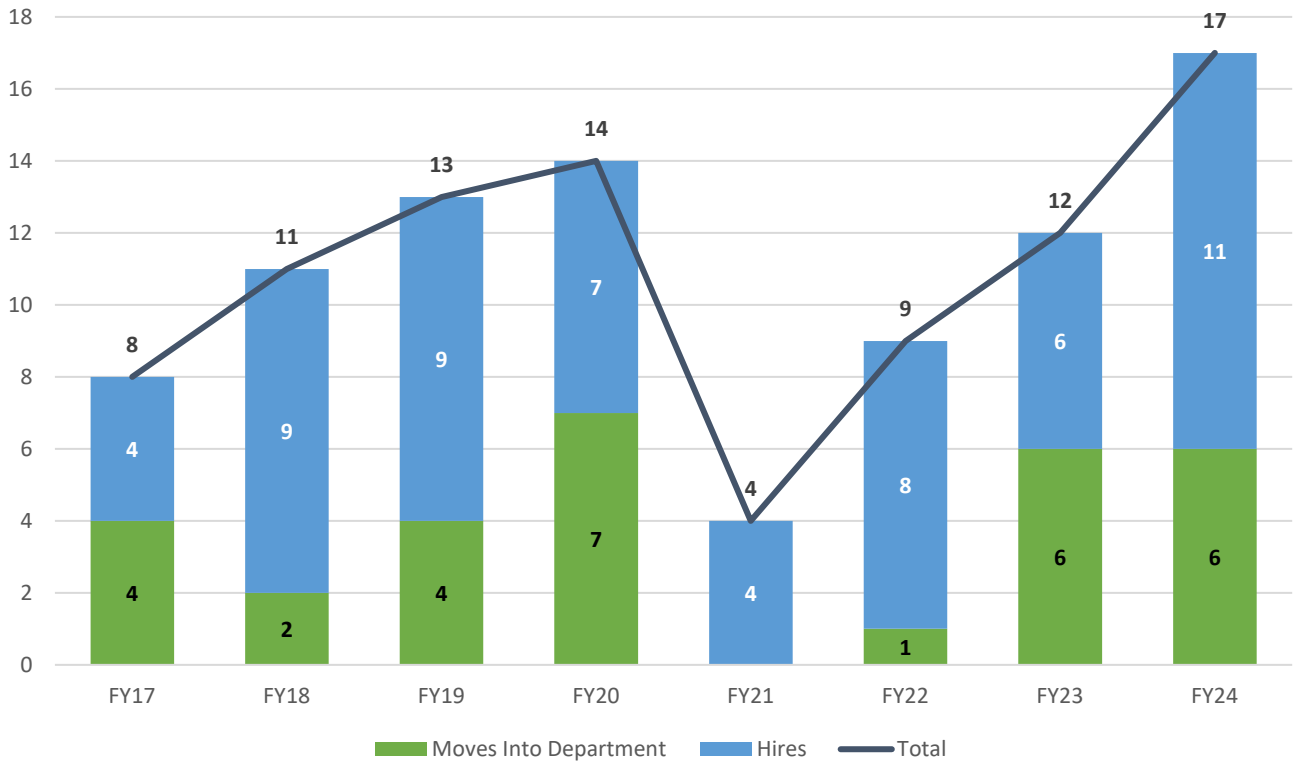


DEPARTMENT OF HAWAIIAN HOME LANDS (HHL)

Types of Moves Out of Department (Creates a Vacancy)

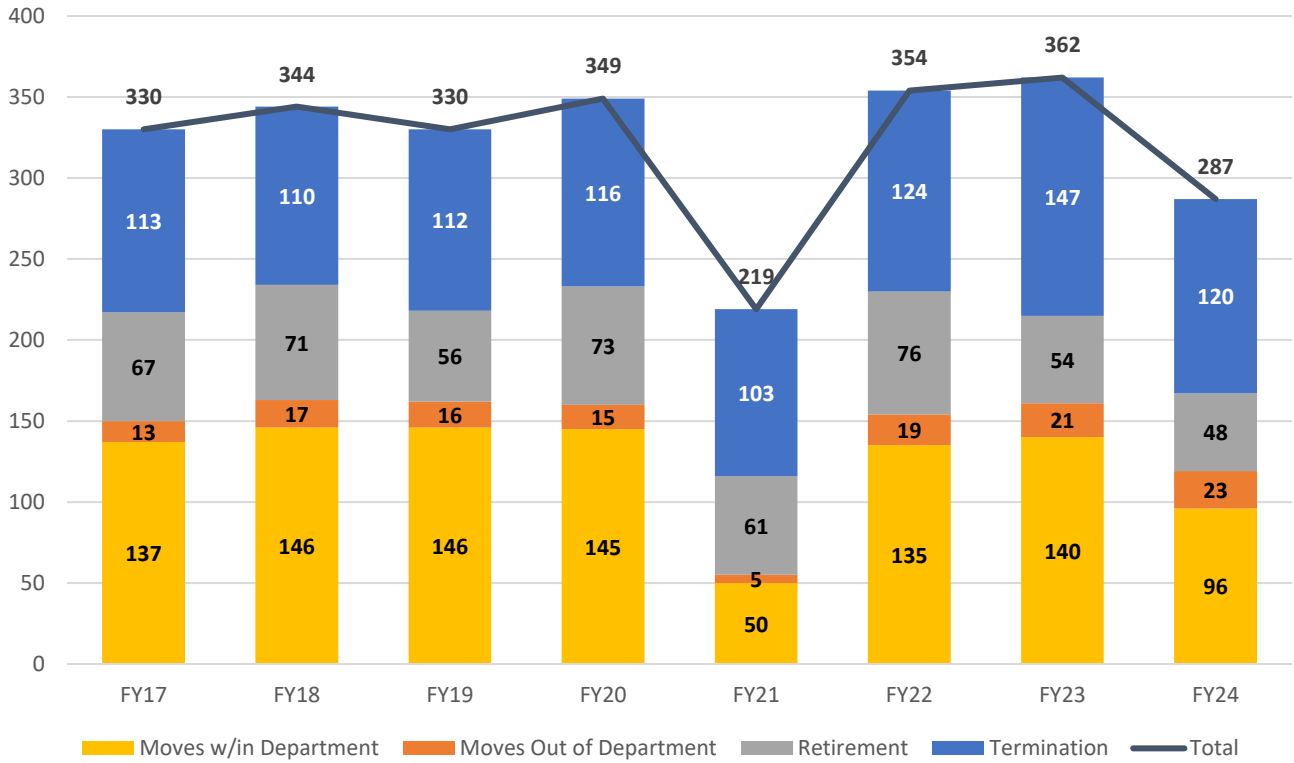


Types of Moves Into Department (Fills a Vacancy)

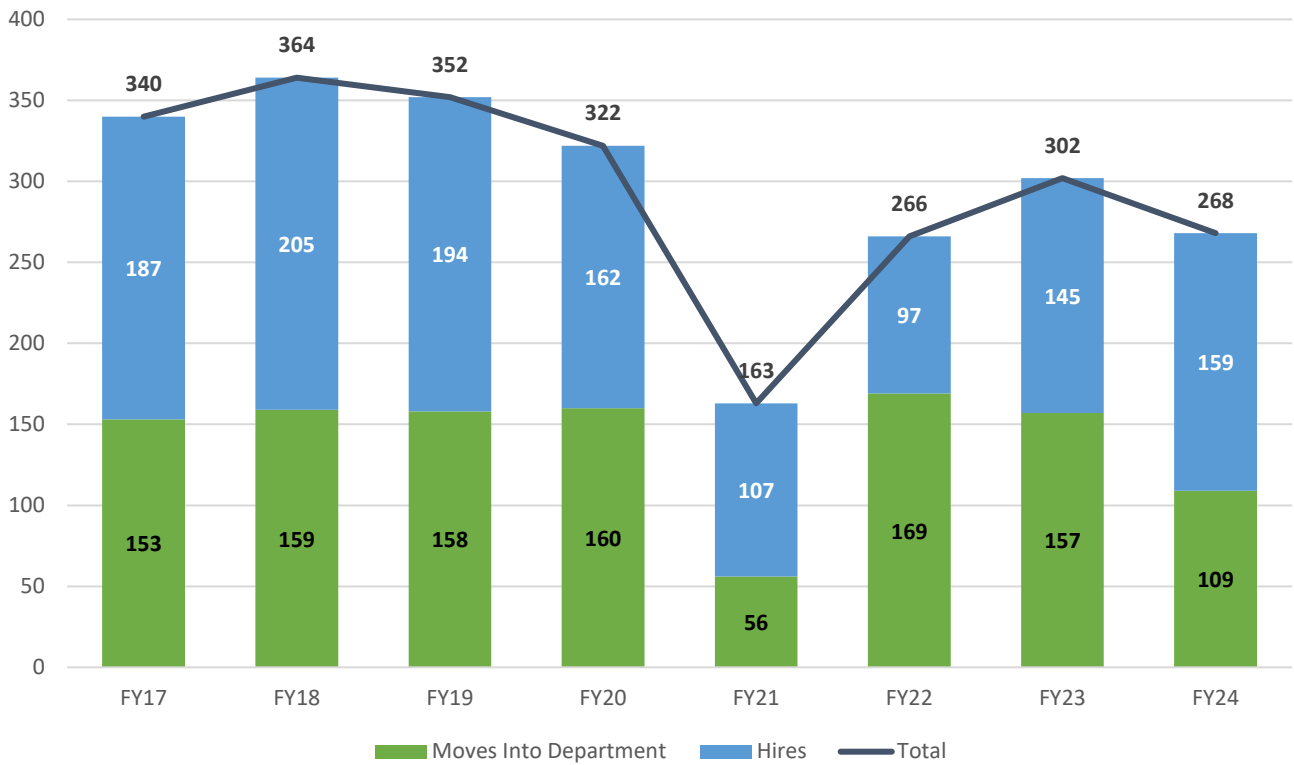


DEPARTMENT OF HUMAN SERVICES (HMS)

Types of Moves Out of Department (Creates a Vacancy)

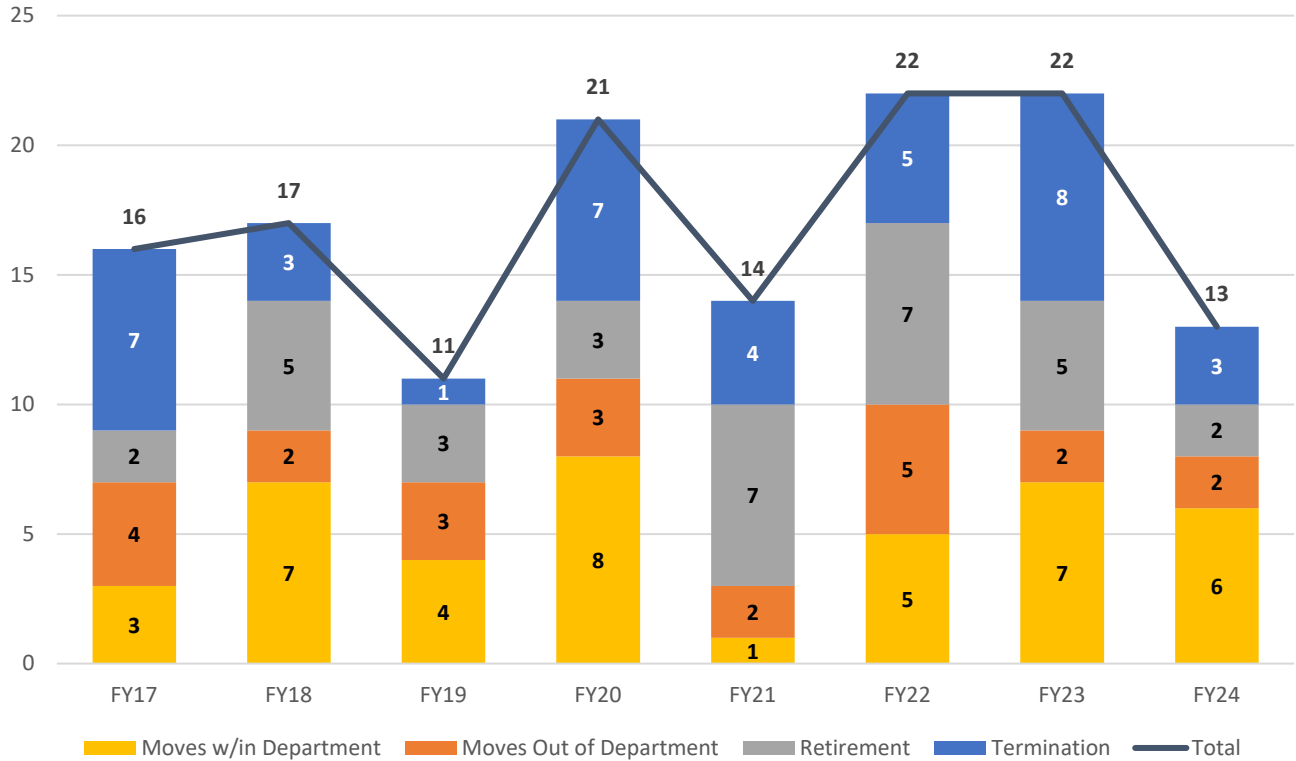


Types of Moves Into Department (Fills a Vacancy)

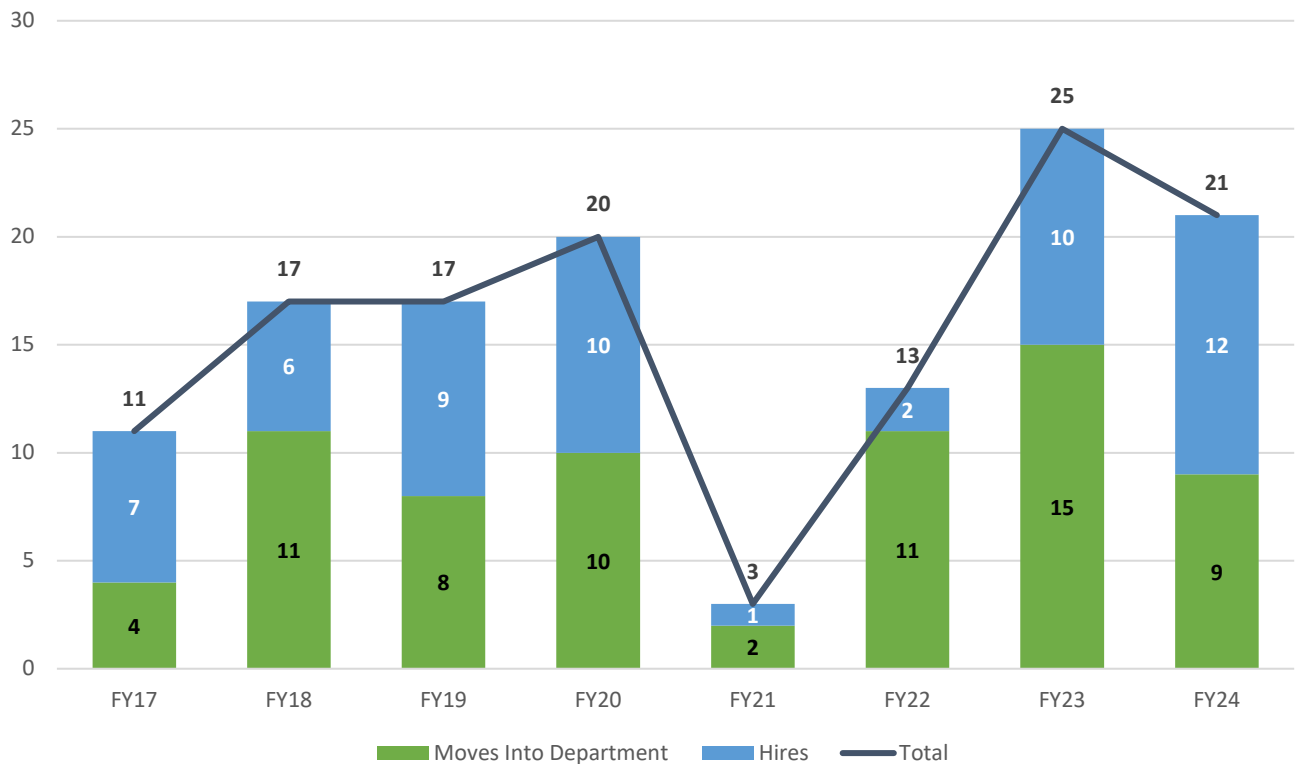


DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT (HRD)

Types of Moves Out of Department (Creates a Vacancy)

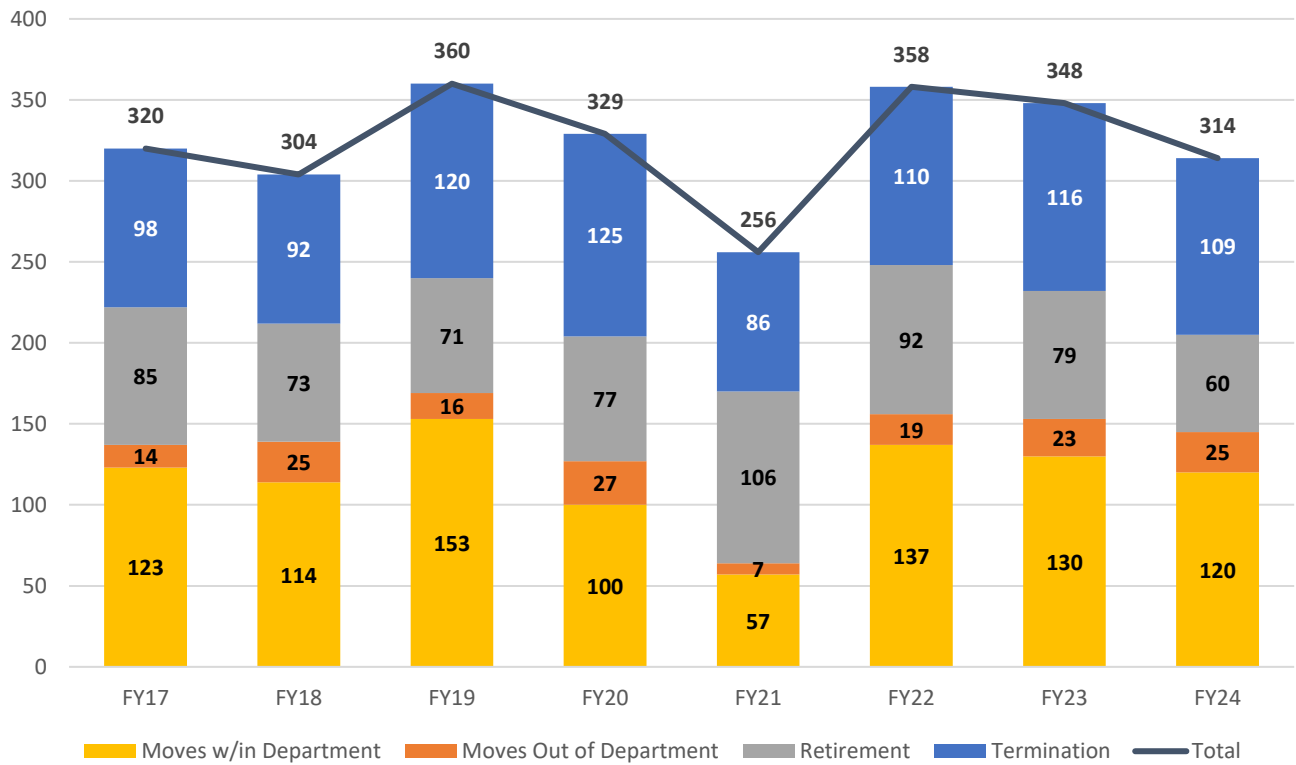


Types of Moves Into Department (Fills a Vacancy)

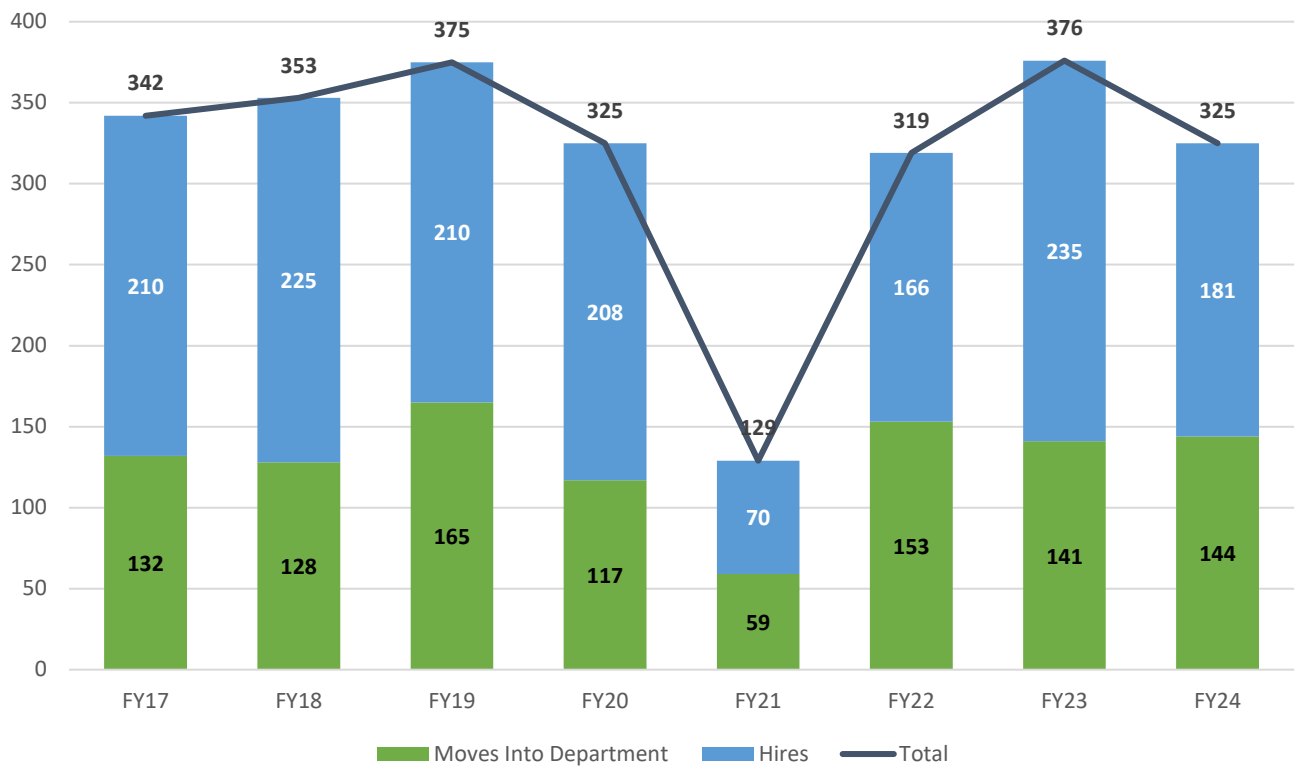


DEPARTMENT OF HEALTH (HTH)

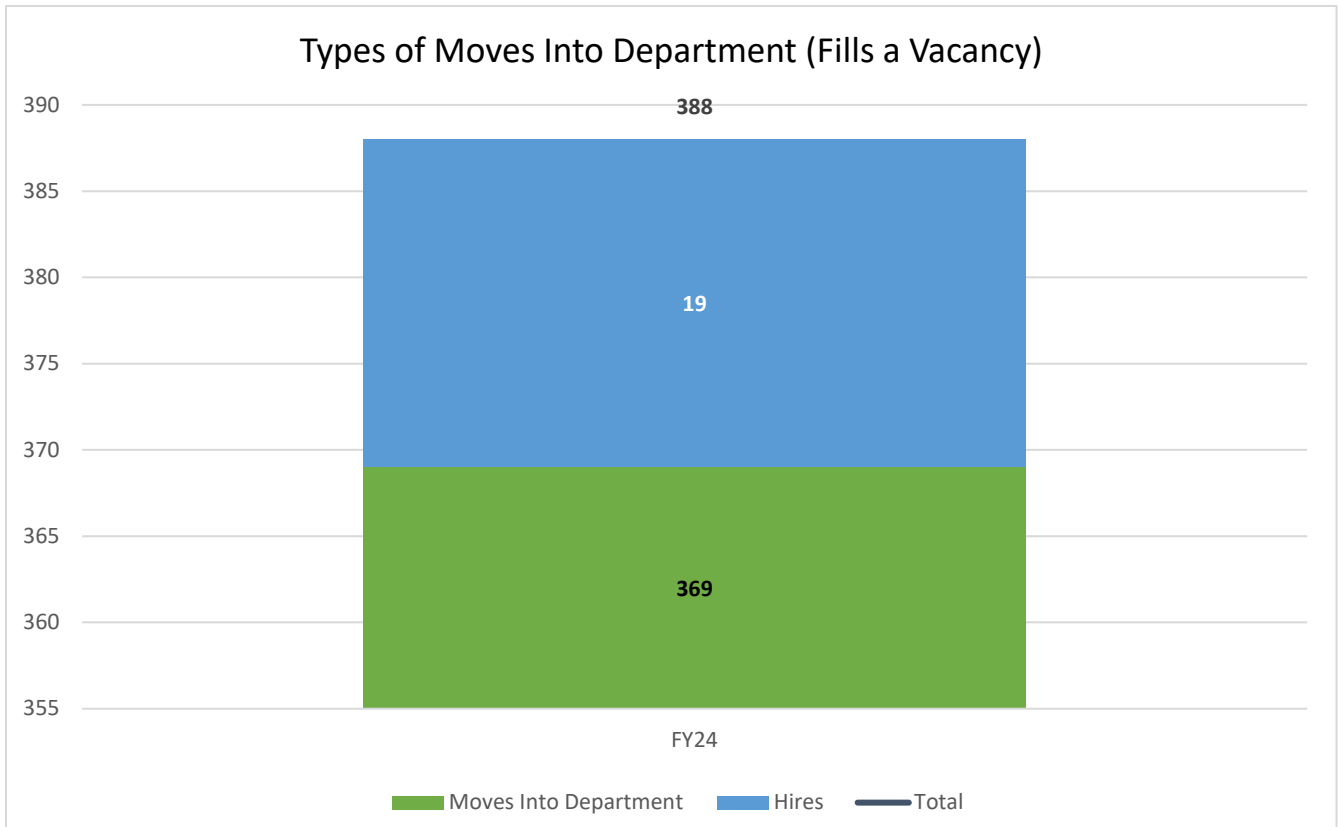
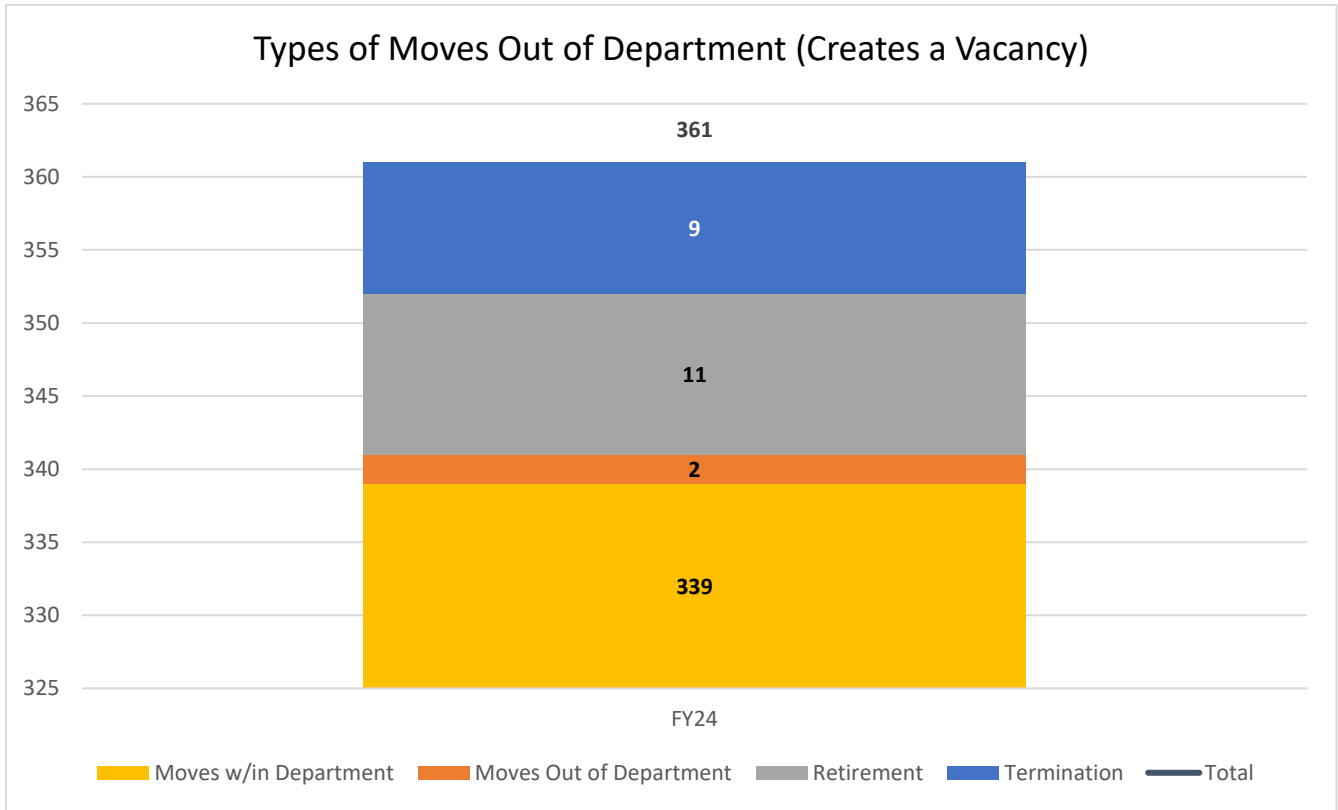
Types of Moves Out of Department (Creates a Vacancy)



Types of Moves Into Department (Fills a Vacancy)



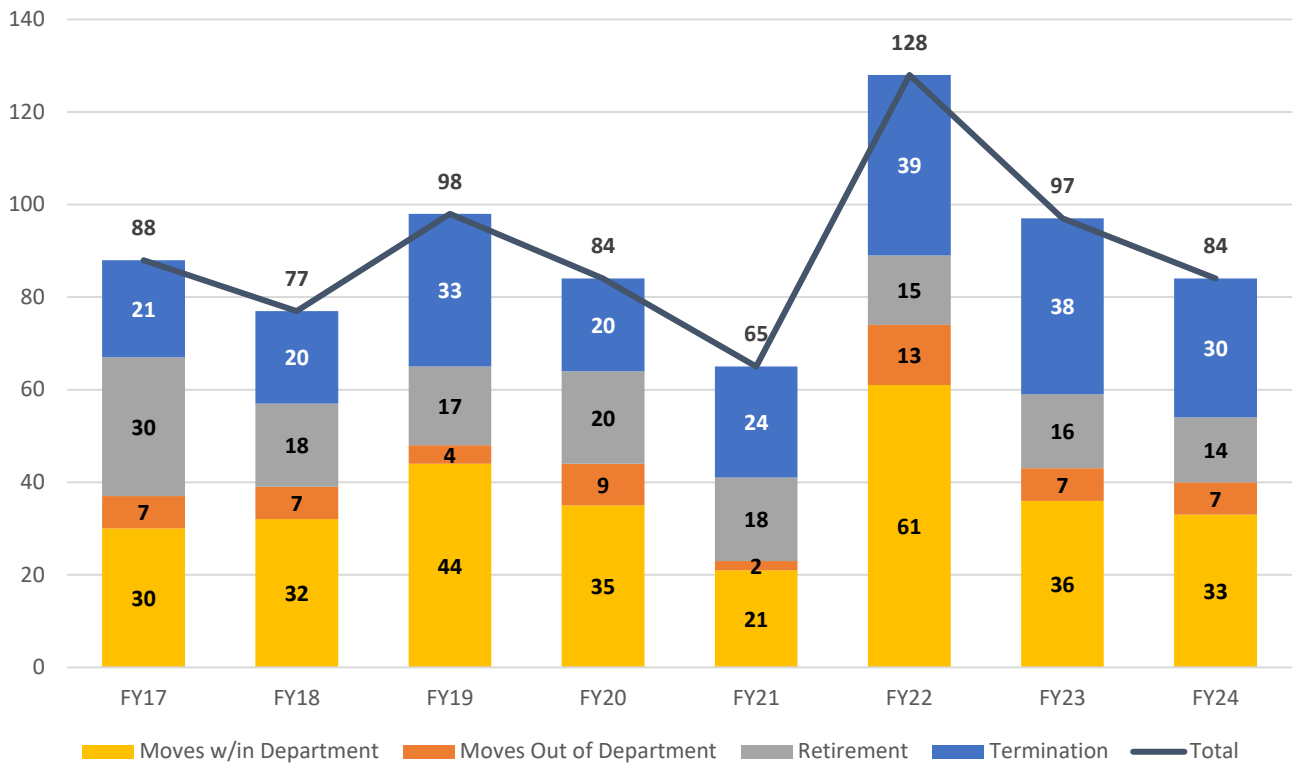
DEPARTMENT OF LAW ENFORCEMENT (LAW)



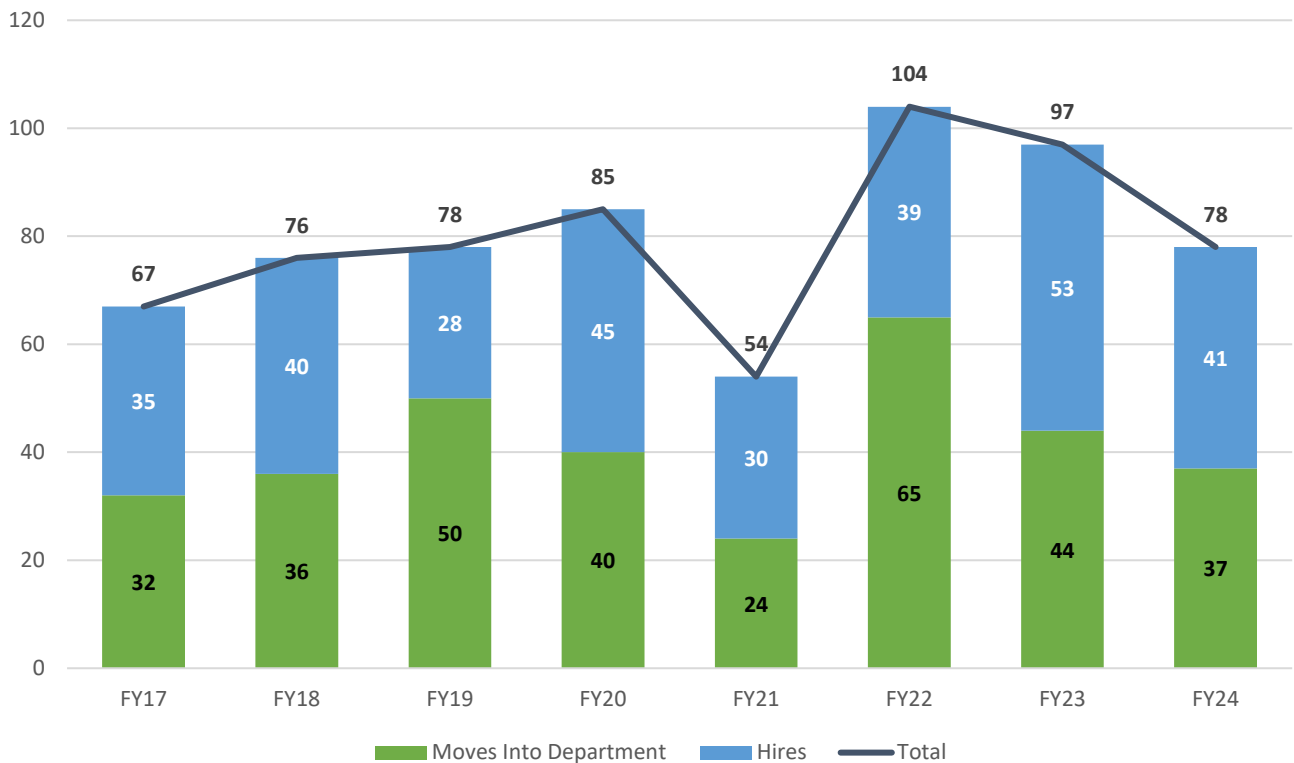
The Department of Law Enforcement was established January 1, 2024 (Act 278, SLH 2022). Thus the numbers in the graph represent the transfers and new positions into DLE this fiscal year.

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS (LBR)

Types of Moves Out of Department (Creates a Vacancy)

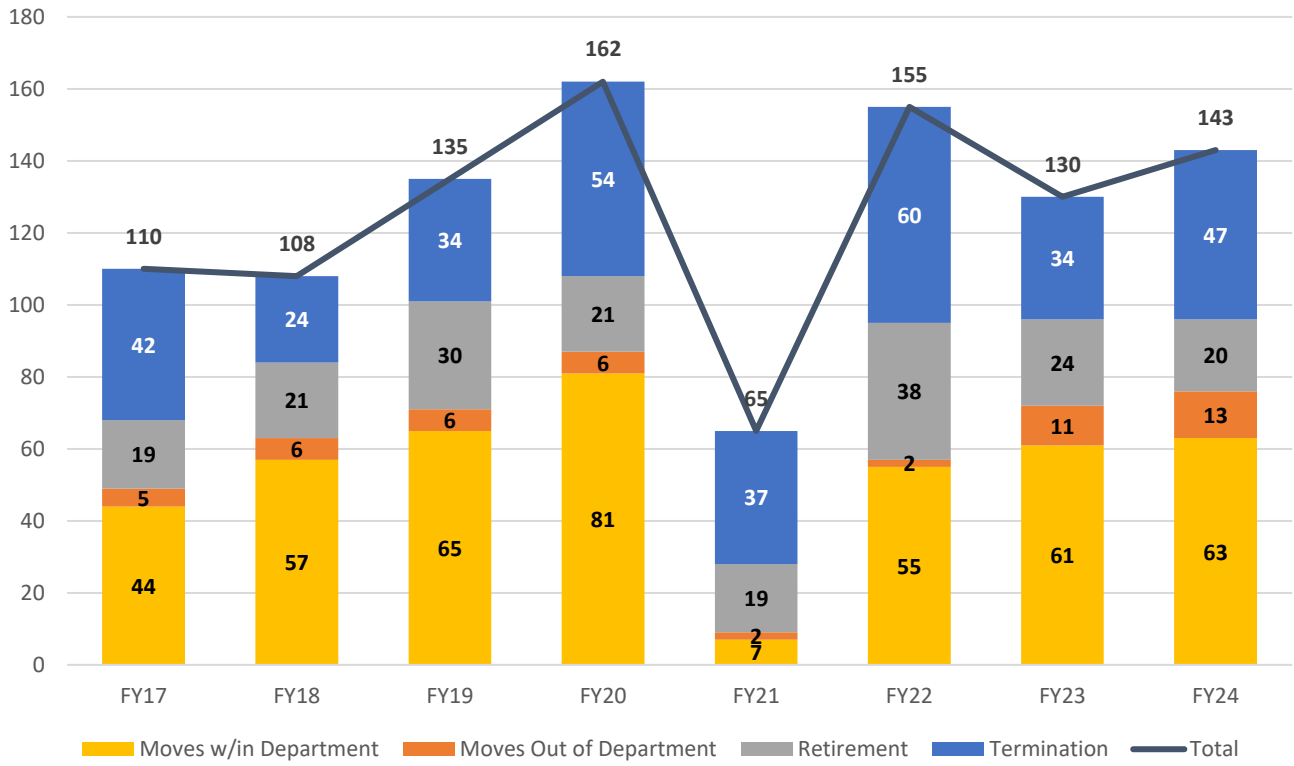


Types of Moves Into Department (Fills a Vacancy)

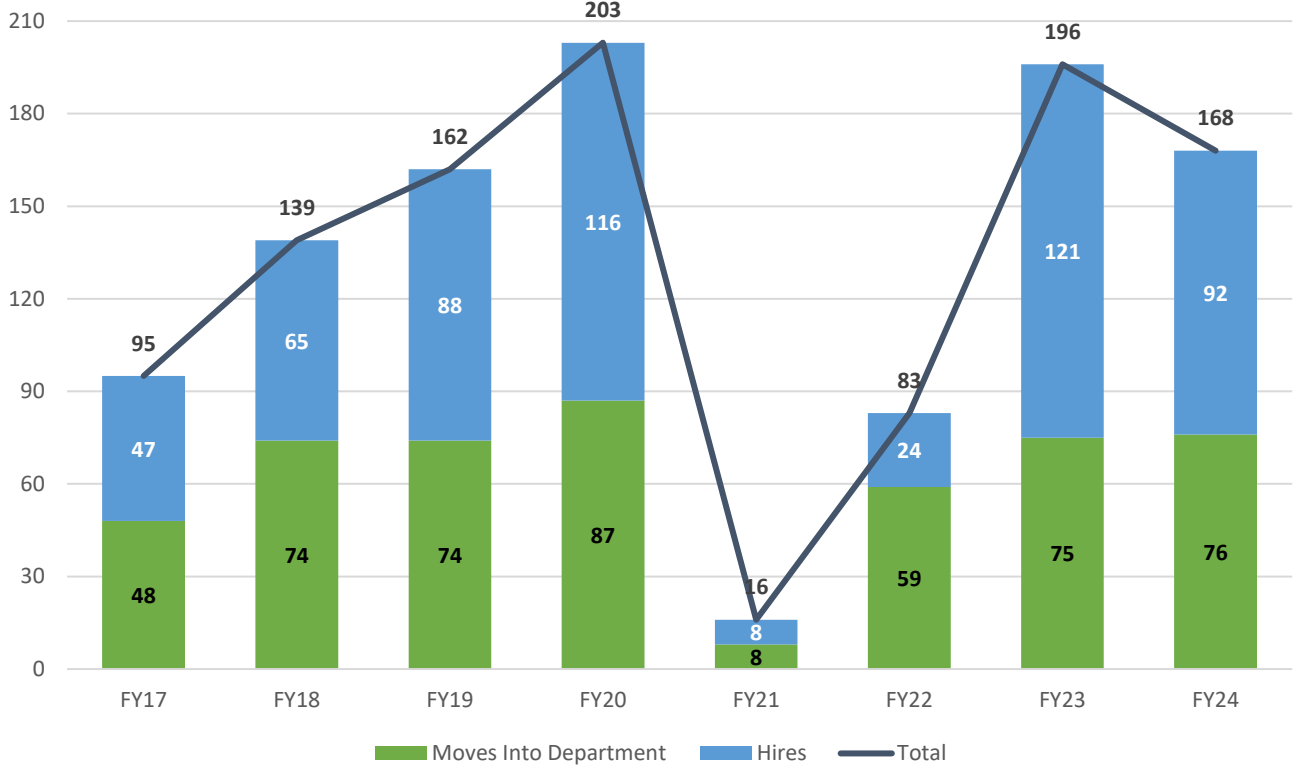


DEPARTMENT OF LAND AND NATURAL RESOURCES (LNR)

Types of Moves Out of Department (Creates a Vacancy)

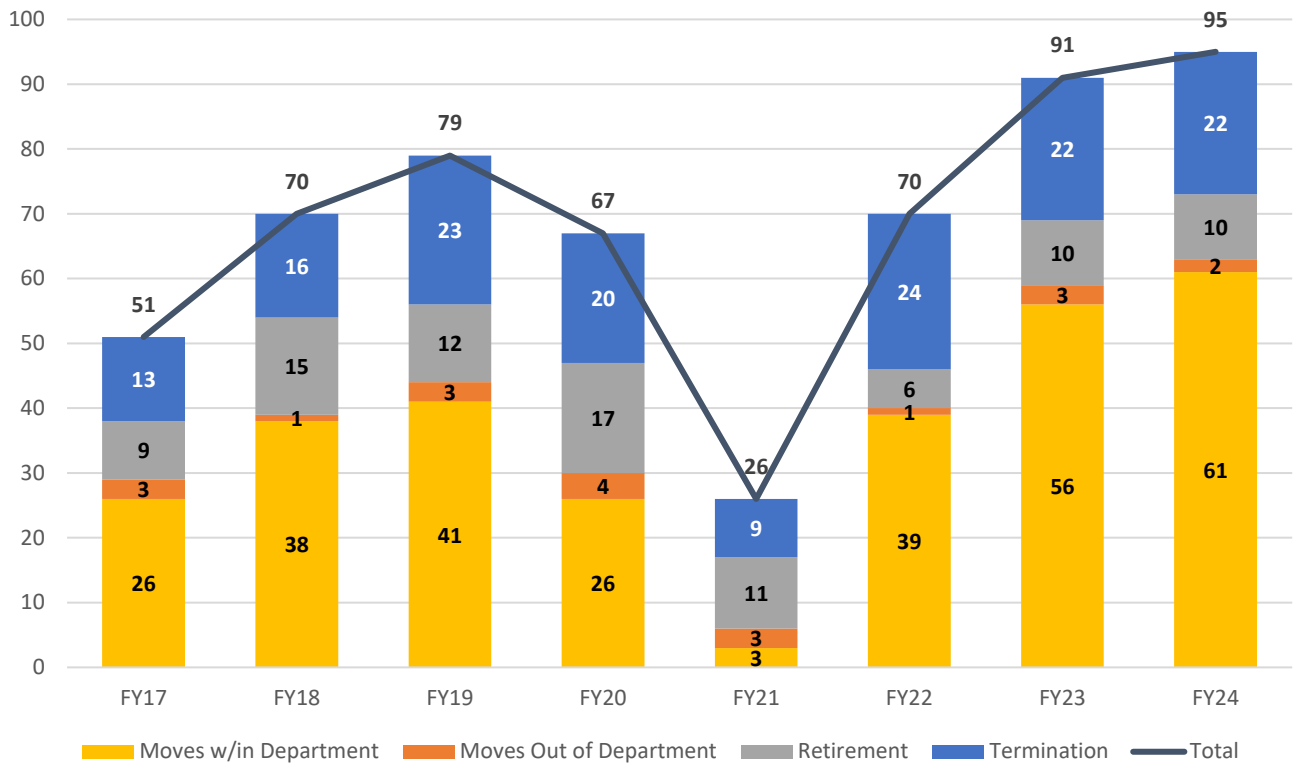


Types of Moves Into Department (Fills a Vacancy)

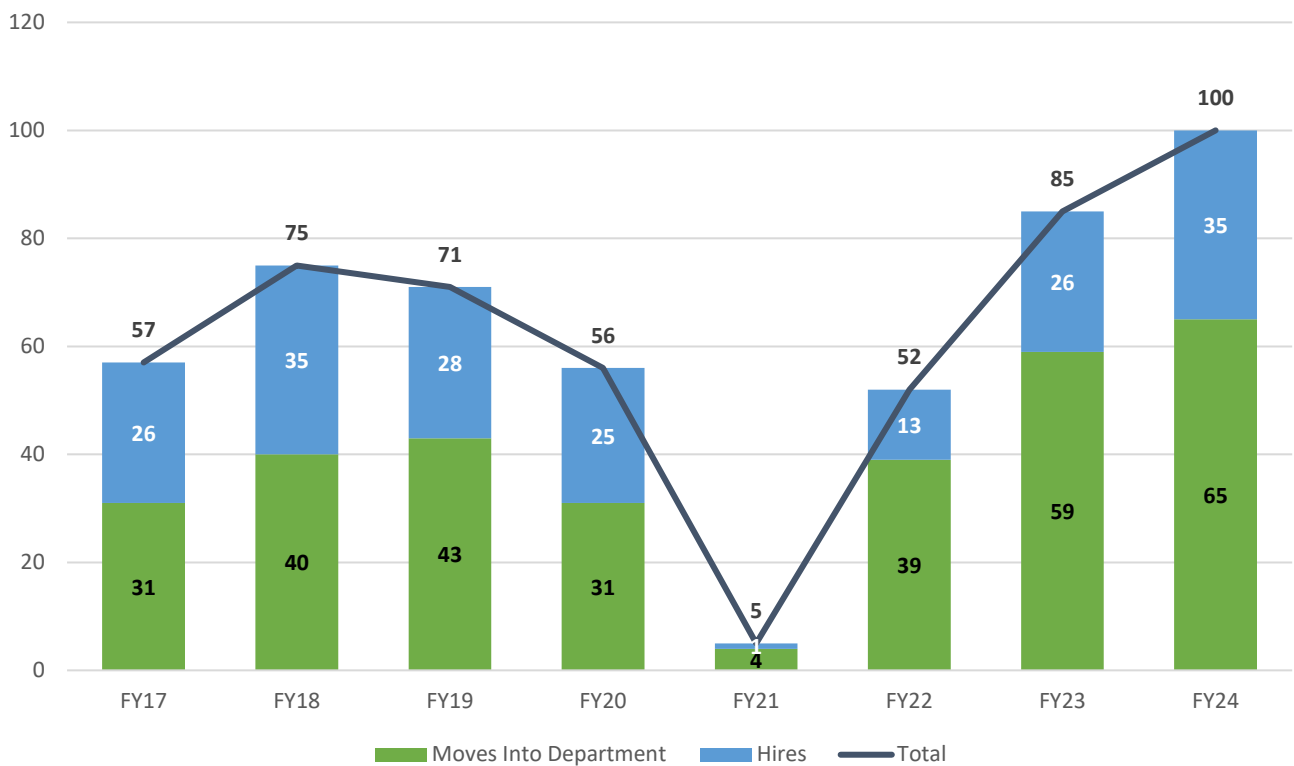


DEPARTMENT OF TAXATION (TAX)

Types of Moves Out of Department (Creates a Vacancy)

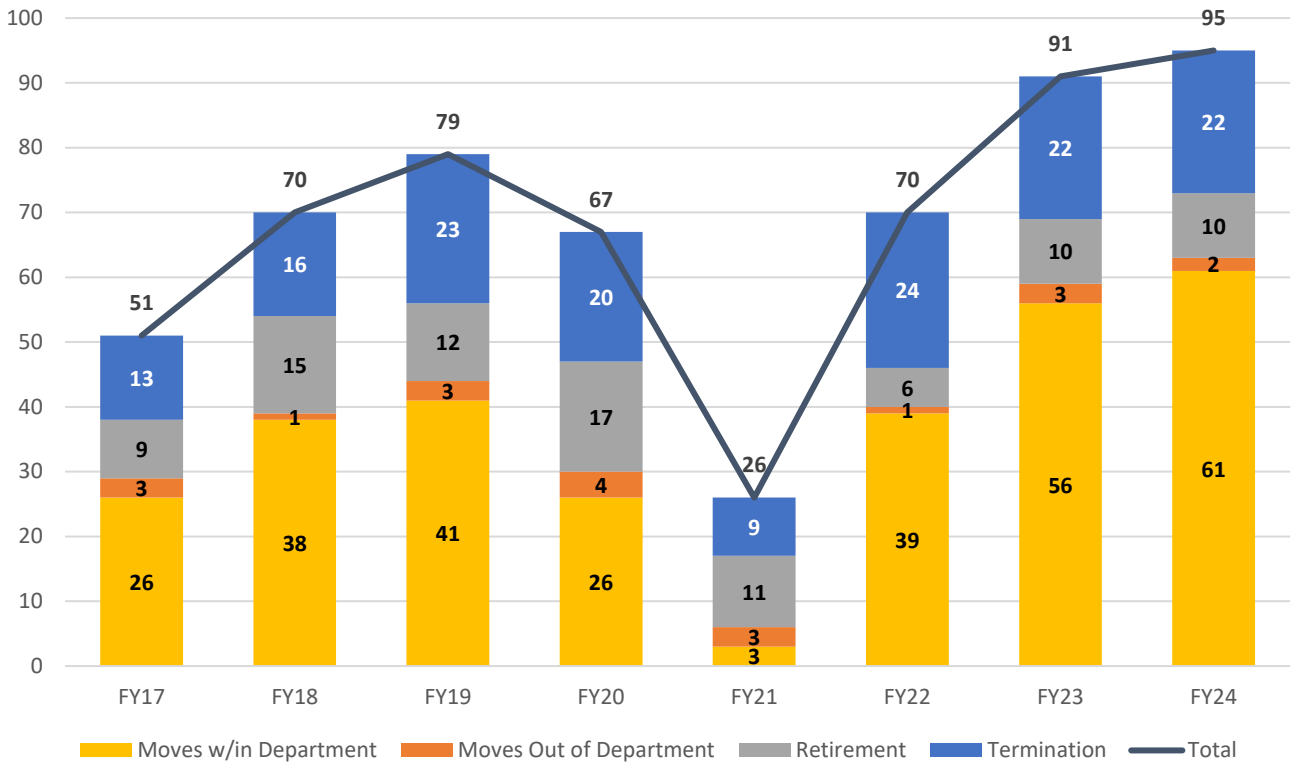


Types of Moves Into Department (Fills a Vacancy)

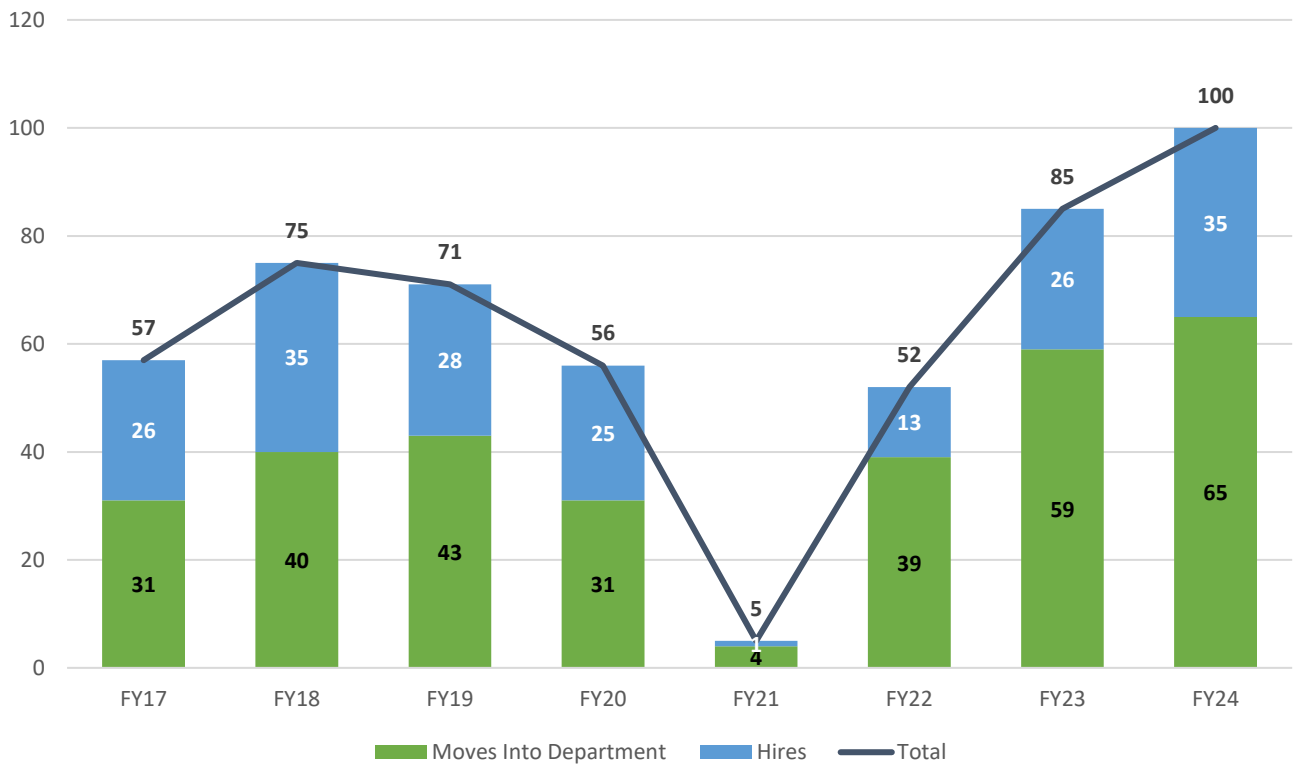


DEPARTMENT OF TRANSPORTATION (TRN)

Types of Moves Out of Department (Creates a Vacancy)

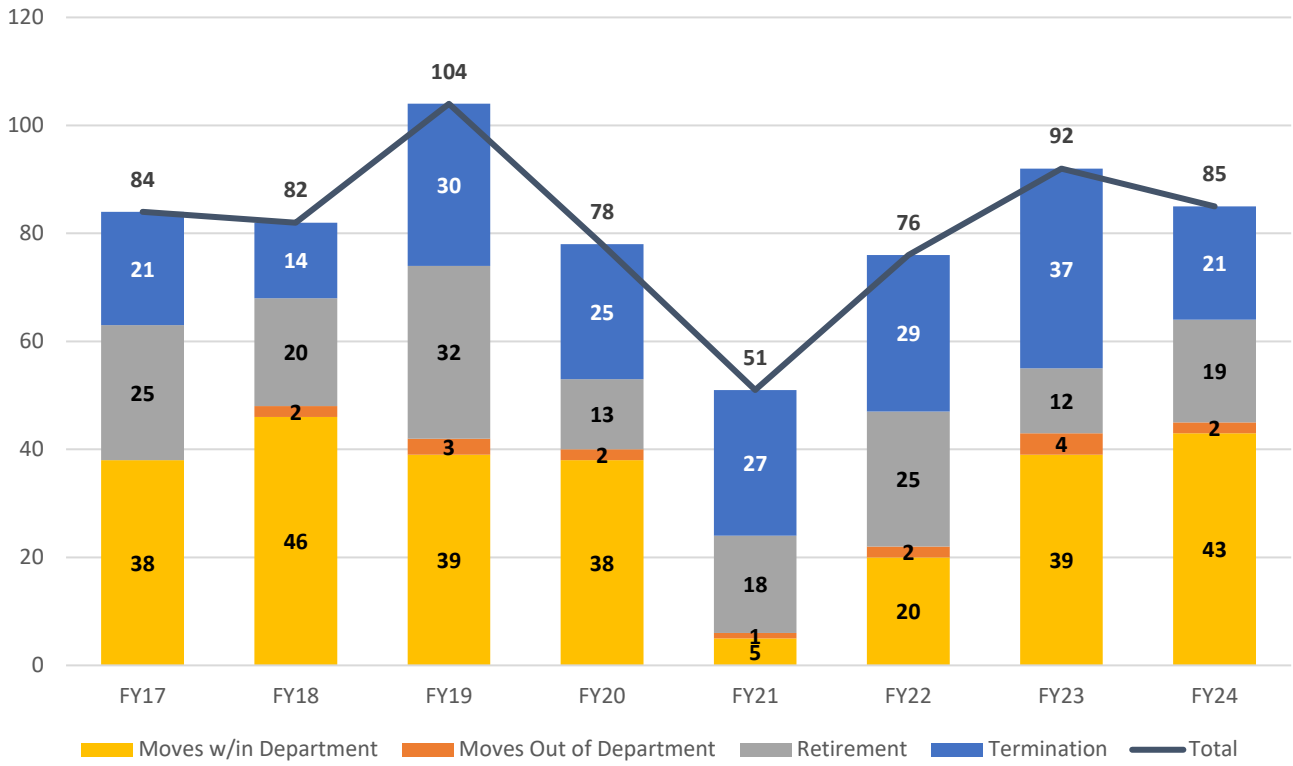


Types of Moves Into Department (Fills a Vacancy)

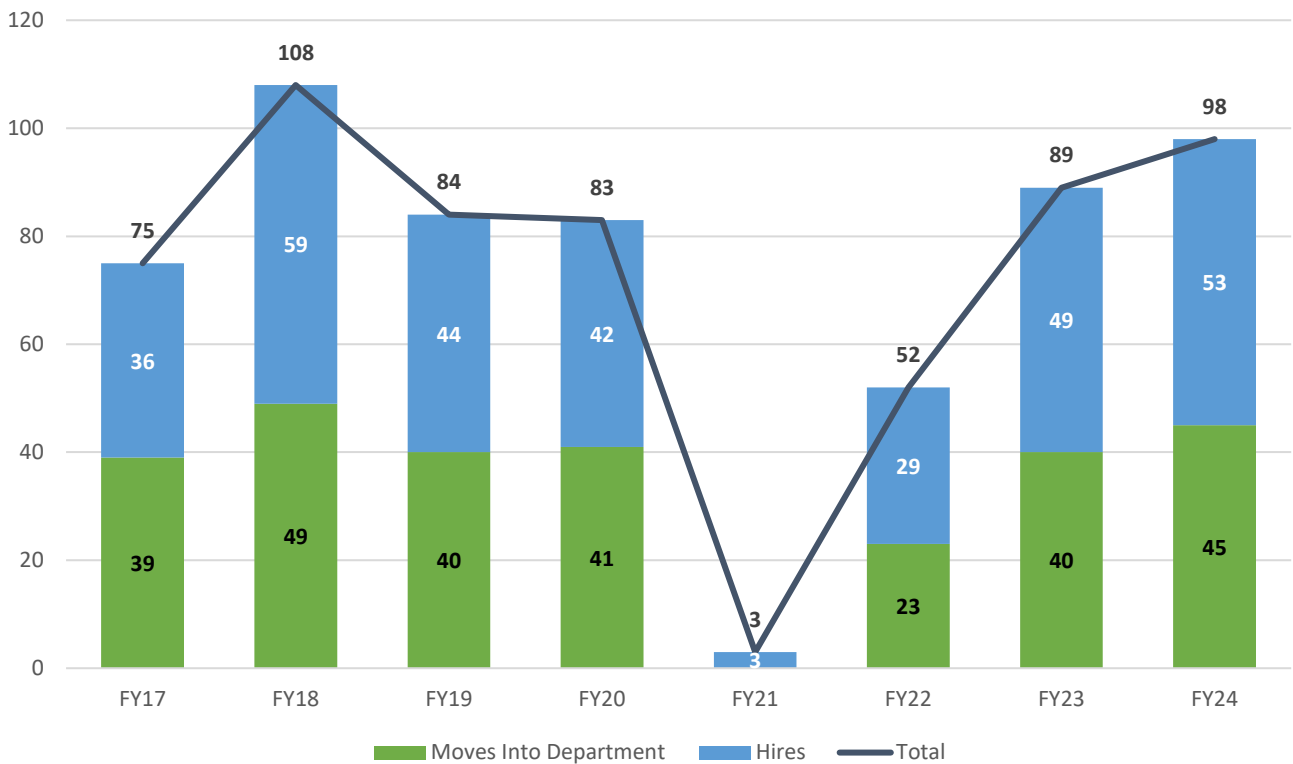


HAWAII STATE PUBLIC LIBRARY SYSTEM (HSPLS)

Types of Moves Out of Department (Creates a Vacancy)



Types of Moves Into Department (Fills a Vacancy)



APPENDIX C

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
AGR	Agr Loan Div	AGR101GA	00005615	Professional Trainee I	5/1/2020	C	Hawai'i	Y	Y	A	NR		05/09/1980	Request to Fill (B-1) has been submitted. Hawaii Island staff handles 65% of the program's total loan portfolio with only 2 positions. This position will help balance the work load, make it easier to service Maui accounts and provide greater service to Hawaii Island accounts.
AGR	PlantIndDiv	AGR122ED	00007018	Noxious Weed Specialist VI	4/24/2018	C	O'ahu	Y	Y	B	NR		02/06/1984	The position description began re-write in 2023. Revisions are still being worked on as initial MQR's were deemed unacceptable to the position being redescribed to a Biosecurity Specialist which would create a new position classification.
AGR	PlantIndDiv	AGR122ED	00024822	Noxious Weed Specialist IV	3/24/2020	C	O'ahu	Y	Y	B	NR		05/16/1987	The position description began re-write in 2023. Revisions are still being worked on as initial MQR's were deemed unacceptable to the position being redescribed to a Biosecurity Specialist which would create a new position classification.
AGR	QltyAssurDiv	AGR151BB	00044054	Agric Commod Mktg Spclt I	5/14/2019	C	Hawai'i	Y	Y	A	NR	08/19/19	09/05/1990	Funding eliminated and recruitment cancelled on 02/04/2020. Position funded again in FY24. Filled with Temporary Assignment
AGR	Anml Ind Div	AGR131DB	00046453	Veterinary Prgm Mgr I (DVM)	6/3/2019	C	O'ahu	Y	Y	B	O	10/11/2019 06/06/2022	04/13/1992	Awaiting eligibility list for consideration; pay is too low compared to private sector jobs in this industry.
AGR	PlantIndDiv	AGR122EB	00118144	Plant Quarantine Inspector I	3/12/2020	C	Hawai'i	Y	Y	B	O	06/06/2023	08/28/2006	Recruitment conducted and pending a new list
AGR	PlantIndDiv	AGR122EB	00118176	Pest Control Aid II	1/6/2017	C	O'ahu	Y	Y	B	NR		08/31/2006	Redescription did not get approved in FY 2025, and will submit again for FY2026
AGR	PlantIndDiv	AGR122EB	00118181	Pest Control Aid II	4/9/2017	C	O'ahu	Y	Y	B	NR		08/31/2006	Redescription did not get approved in FY 2025, and will submit again for FY2026
AGR	PlantIndDiv	AGR122EC	00118280	Entomologist IV	3/20/2020	C	O'ahu	Y	Y	P	NR		11/21/2006	Difficult to fill due to position being Temporary
AGR	PlantIndDiv	AGR122EC	00118281	Pest Control Technician III	2/2/2020	C	O'ahu	Y	Y	P	NR		11/21/2006	Difficult to fill due to position being Temporary
AGR	Anml Ind Div	AGR132DC	00118397	Veterinary Medical Officer II	9/5/2012	C	Hawai'i	Y	N	P	NR		04/01/2007	Funding requested for FY25
AGR	Ofc-Chairpsn	AGR192AA	00120398	Planner V	1/1/2019	C	O'ahu	Y	Y	B	O	09/05/2023	09/29/2011	Position in active recruitment. Was previously unfunded.
AGR	QltyAssurDiv	AGR812CA	00122945	Measurement Standards Insp IV		C	O'ahu	Y	Y	A	O	10/12/2023	02/15/2019	Previously unfunded. Position funded in FY23. Recruitment reposted by DHRD on 12/23/23. Currently, DHRD has 2 potential candidates awaiting interview.
AGR	QltyAssurDiv	AGR151BB	00122961	Agric Commod Mktg Spclt V	4/12/2020	C	O'ahu	Y	Y	B	NR		03/16/2019	Previously unfunded. Funded in FY23. Unfunded in FY24. Position funded in FY25.
AGS	ETS	AGS131ED	00013703	Information Technology Band B	4/1/2020	C	O'ahu	Y	Y	A	NR			Trade off approved (2024 budget). Position to be abolished.
AGS	PubWorksDiv	AGS221IA	00017006	Engineer V	3/1/2020	C	O'ahu	Y	Y	A	O	1/26/2023		Eng III & Arch III-V initiated 8/30/24 - see attached comments Received eligible list 10/29/2024 (III Level); 10/31/2024 (V level) - Scheduling interviews
AGS	PubWorksDiv	AGS221IA	00017012	Contracts Assistant II	2/13/2018	C	O'ahu	Y	Y	A	O	2/21/2024		Awaiting new DHRD list
AGS	Hawaii Dist	AGS807FP	00021161	Engineer V	1/3/2020	C	Hawai'i	Y	Y	A	O	9/23/2022		Received eligible list 9/30/24: Completing Reference Checks
AGS	Culture&Arts	AGS881LA	00021352	Office Assistant III	2/11/2020	C	O'ahu	Y	Y	N	NR			Special funded
AGS	Maui Dist	AGS807FQ	00021389	Engineer V	2/5/2020	C	Maui	Y	Y	A	O	3/5/2021		Received eligible list 10/29/2024 (III Level)
AGS	Maui Dist	AGS221IA	00021618	Building Const Inspector II	4/16/2019	C	Maui	Y	Y	A	O	8/17/2022		Awaiting new DHRD list
AGS	PubWorksDiv	AGS221IA	00036328	Engineer V	12/31/2019	C	O'ahu	Y	Y	A	O	8/25/2023		Received eligible list 10/29/2024 (III Level); 10/31/2024 (V level) - Scheduling interviews
AGS	PubWorksDiv	AGS221IA	00036607	Engineer V	5/16/2016	C	O'ahu	Y	Y	A	O	8/25/2023		Received eligible list 10/29/2024 (III Level); 10/31/2024 (V level) - Scheduling interviews
AGS	PubWorksDiv	AGS221IA	00038710	Engineer V	1/23/2020	C	O'ahu	Y	Y	A	O	1/26/2023		Received eligible list 10/29/2024 (III Level); 10/31/2024 (V level) - Scheduling interviews
AGS	PubWorksDiv	AGS221IA	00038713	Engineer V	8/16/2016	C	O'ahu	Y	Y	A	O	8/25/2023		Received eligible list 10/29/2024 (III Level); 10/31/2024 (V level) - Scheduling interviews
AGS	Election Adm	AGS879OA	00101158	General Professional V	6/28/2019	C	O'ahu	Y	Y	A	O	2/09/2022		Awaiting new DHRD list
ATG	LandDiv	ATG100AA	00010596	Legal Secretary	9/18/2017	C	O'ahu	Y	Y	A	I, O	5/22/24	5/16/24	
ATG	LegSvFamLaw	ATG100AA	00037478	Legal Clerk II	2/1/2020	C	Hawai'i	Y	Y	U	O	1/16/2020	7/10/1986	Challenges finding candidates on the neighbor islands; no DHRD list

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
ATG	HSD	ATG100AA	00049321	Legal Clerk	8/1/2019	C	O'ahu	Y	Y	A	O	2/15/2022	5/29/1996	Limited applicant pool for consideration. Position is being proposed for reorganization under the Criminal Justice Division (CJD) from the Human Services Division due to increased workload in CJD. Position is being temporarily downgraded for recruitment purposes.
ATG	HSD	ATG100AA	00112848	Legal Clerk	10/16/2019	C	O'ahu	Y	N	U	O	10/26/2019	5/22/2002	Limited applicant pool for consideration
BED	OPSD	BED144PL	00012517	Planning Program Admr II	5/1/2019	C	O'ahu	Y	N	A	NR	N/A		Position was Federal Funded but currently unfunded. This position was converted from general funds to federal funds in FY23.
BED	Res/EcAnlDiv	BED130FA	00026514	Research Statistician III	6/1/2020	C	O'ahu	Y	Y	N	O	9/1/2023		This position is currently filled with an 89-day hire in the position. The position is Federally funded, and we have not been able to hire due to labor shortage and Federal fund shortage for the program. We are asking Federal government to increase funding so that we can hire as a permanent position.
BED	Creative Ind	BED105CI	00044000	Film Industry Dev Spclt V	11/1/2014	C	O'ahu	Y	Y	A	NR	N/A		Legislature transferred this position to another DBEDT agency on 7/1/24. Position will be redescribed early in 2025. Recruitment to follow after redescription.
BED	Res/EcAnlDiv	BED130FA	00120972	Research Statistician I	10/1/2016	C	O'ahu	Y	Y	A	O	9/1/2023		This position is currently filled with an 89-day hire in the position. The position is currently only 50% Federally funded. We are now interviewing candidates. This is being recruited as a part-time position.
BUF	EmpRetireSys	BUF141FA	00003280	General Professional VI	5/16/2020	C	O'ahu	Y	Y	X	I, O	08/04/2020	05/16/2020	Since 2020, 4 applicants were interviewed, but none were selected. The most recent interview in September 2024 from the DHRD certified list resulted in no selection. This position requires specialized experience required to perform duties which includes demonstrated knowledge of laws, rules, regulations, policies, procedures and practices of retirement, old-age insurance or pension programs or systems, and extensive range of principles, practices and techniques of claims development and adjudication. Since April 2024, this position has been filled with a temporarily assigned staff from RBB. ERS continues efforts to recruit for this vacancy, including internally.
DCR	Institutions	PSD407EC	00013367	Office Assistant III	4/1/2020	C	O'ahu	Y	Y	A	I, O	Continuous recruitment/ Wikiwiki since vacated	08/16/1974	Interviewed and offered but applicant rejected the offer. On continuous announcement (WIKIWIKI) Waiting for a new list
DCR	Corr Industr	PSD422	00015251	Account Clerk IV	12/30/2016	C	O'ahu	Y	Y	W	I, O	Actively recruiting	09/16/1987	A list was sent to the program , Applicants contacted but no response, We will request new list of applicnats from DHRD
DCR	Institutions	PSD407EC	00017836	Office Assistant III	3/1/2019	C	O'ahu	Y	Y	A	I.O	Continuous recruitment / Wikiwiki since vacated	08/16/1974	Applicant was selected. Currently in background check for hiring process
DCR	CorrsPrgSvcs	PSD420CP	00047338	Corrections Edn Spclt III	3/16/2018	C	O'ahu	Y	Y	A	I, O	Continuous recruitment	08/01/1994	DHRD List sent to program on 10/07/2024; will be in the interview process
DCR	CorrsPrgSvcs	PSD420CP	00047340	Corrections Edn Spclt III	8/5/2017	C	O'ahu	Y	Y	A	I, O	Continuous recruitment	08/01/1994	DHRD List sent to program on 10/07/2024; will be in the interview process
DCR	Institutions	PSD406EH	00049905	Adult Corrs Officer Recruit	3/13/2020	C	Maui	Y	Y	A	O	Actively announce website almost every other month	07/15/1996	Due to the low numbers of applicants in this island, it is hard to fill the position. We have candidates the attended the testing process in Sept. but failed to pass the pre-psychological evaluation. We will be administering testing for 3 candidates on Oct. 9, 2024. Hopefully we can fill this position as soon as possible.

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
DCR	HealthCareDv	PSD421HC	00112465	Human Svcs Prof III	8/1/2018	C	Maui	Y	Y	A	I, O	Continuous recruitment/ Wikiwiki	10/01/2001	DHRD List sent to program on 09/26/2024; Interviewed and selection in progress
DCR	CorrsPrgSvcs	PSD420CP	00112943	Substance Abuse Specialist III	9/16/2005	C	O'ahu	Y	Y	A	I,O	Actively recruiting	7/11/2002	Waiting for applicants
DCR	CorrsPrgSvcs	PSD420CP	00112947	Substance Abuse Specialist IV	6/16/2008	C	O'ahu	Y	Y	A	I, O	Actively recruiting	7/11/2002	Waiting for applicants
DCR	CorrsPrgSvcs	PSD420CP	00112951	Substance Abuse Specialist IV	5/18/2009	C	O'ahu	Y	Y	A	I, O	Actively recruiting	7/11/2002	Waiting for applicants
DCR	CorrsPrgSvcs	PSD420CP	00112954	Substance Abuse Specialist IV	7/8/2004	C	O'ahu	Y	Y	A	I. O	Actively recruiting	7/11/2002	Waiting for applicants
DCR	HealthCareDv	PSD421HC	00118072	Research Statistician III	11/5/2019	C	O'ahu	Y	Y	A		Actively recruiting	7/25/2006	DHRD List sent to program on 02/21/2024
DCR	HealthCareDv	PSD421HC	00119481	Office Assistant III	1/15/2019	C	Maui	Y	Y	A	I, O	Continuous recruitment/ Wikiwiki	03/16/2010	On continuous announcement (WIKIWIKI) Waiting for a new list
DCR	CorrsPrgSvcs	PSD420CP	00121088	Office Assistant III	12/15/2017	C	O'ahu	Y	Y	N	I, O	Continuous recruitment/ Wikiwiki	11/12/2013	Position is Temporary Civil-Service and funded by Federal grant; Actively recruiting. On continuous announcement (WIKIWIKI) Waiting for a new list; New list was sent to the program 11/06/2024
DCR	Institutions	PSD404EF	00122465	Farm Manager I	12/1/2019	C	O'ahu	Y	Y	A	I, O	Continuous recruitment	08/16/2017	Waiting for applicants, currently on active recruitment
DCR	Institutions	PSD409EK	00123311	Office Assistant IV		C	O'ahu	Y	Y	A	I, O	Continuous recruitment/ Wikiwiki	07/01/2020	Applicant selected, just cleared suitability; Applicant decline the offer. New list sent to the program 10/17/2024
DEF	AirNatlGuard	DEF116AC	00006130	General Laborer II	11/1/2019	C	O'ahu	Y	Y	A	NR	3/1/2024	8/16/1979	Position 75 fed/25 state. Insufficient funding
DEF	HI-EMA	DEF118AD	00100934	Engineer IV	3/28/2018	C	O'ahu	Y	Y	A	NR	5/16/2022	3/16/1976	Form A was approved to transfer the position to the Engineering Office. Requesting additional funding to support the new salary table.
DEF	HI-EMA	DEF118AD	00102887	Emrgncy Mgmt Spclt VI	9/29/2018	C	O'ahu	Y	Y	A	O		12/1/1996	DHRD list (1 candidate) issued to program on October 1, 2024; 11/1/2024 returned list to HRD, no interviews conduted, pending HRD list
DEF	HI-EMA	DEF118AD	00111378	Program Specialist IV	1/30/2019	C	O'ahu	Y	N	A	NR		9/1/2000	Unfunded position. HI-EMA has requested to restore funding for this position vacancy
DEF	HI-EMA	DEF118AD	00116385	Office Assistant IV	4/6/2020	C	O'ahu	Y	Y	A	NR		6/5/2003	No activity
DEF	ArmyNatlGard	DEF116AB	00116643	Natural Rescs Mgmt Prgm Spclt	12/21/2019	C	O'ahu	Y	Y	P	O	2/16/2024	12/30/2003	Awaiting DHRD list.
DEF	HI-EMA	DEF118AD	00119135	Building Const Inspector II	3/20/2017	C	O'ahu	Y	Y	A	NR		9/03/08	Form A has been submitted to transfer this position from HI-EMA to the TAG office.
DEF	HI-EMA	DEF118AD	00119332	Emrgncy Mgmt Spclt IV	12/31/2019	C	O'ahu	Y	Y	A	O	7/18/2022	7/1/2009	Awaiting DHRD list.
DEF	ArmyNatlGard	DEF116AB	00120542	Architect IV	2/23/2019	C	O'ahu	Y	Y	P	NR		4/16/2012	Position dedescribed from Architect IV to Engineer IV effective 10/10/2024. IVA closing 11/12/2024.
DEF	ArmyNatlGard	DEF116AB	00121843	Office Assistant II	1/1/2016	C	O'ahu	Y	Y	P	NR	12/12/2023	10/22/2015	Received one civil service list. No response received from the eligible candidates. Form A submitted for additional funding and redescription of position.
EDN	Hspls	EDN407QJ	00000352	Library Assistant IV	12/22/2018	C	O'ahu	Y	Y	A	NR			See general statement and this position has had Temporary assigned staff to fill in staffing gaps.
EDN	Hspls	EDN407QJ	00000360	Library Assistant IV	9/1/2018	C	O'ahu	Y	Y	A	NR			General Statement: Lack of full funding and hiring process means that we must prioritize which positions to fill. We must choose between vacancies at small rural neighbor island
EDN	Hspls	EDN407QJ	00000368	Library Assistant III	9/1/2016	C	O'ahu	Y	Y	A	NR			
EDN	Hspls	EDN407QJ	00008358	Librarian III	5/14/2017	C	O'ahu	Y	Y	A	NR			
EDN	Hspls	EDN407QJ	00011926	Librarian IV	6/16/2015	C	O'ahu	Y	Y	A	O	3/6/24		
EDN	Hspls	EDN407QJ	00012067	Library Assistant IV	11/1/2013	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspls	EDN407QF	00012567	Library Assistant IV	4/1/2020	C	Hawai'i	Y	Y	A	NR			See general statement.
EDN	Hspls	EDN407QE	00012822	Library Technician VI	3/1/2020	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspls	EDN407QE	00019322	Library Assistant III	5/1/2018	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspls	EDN407QI	00019323	Library Technician V	10/1/2019	C	O'ahu	Y	Y	A	O	10/11/23		This position is in recruitment (job offer acceptance pending) and vital to the operations of LBPD.
EDN	Hspls	EDN407QI	00022491	Library Assistant III	12/1/2018	C	O'ahu	Y	Y	A	NR			See general statement.

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
EDN	Hspl	EDN407QD	00023071	Library Technician V	6/1/2019	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QJ	00023920	Librarian III	6/16/2020	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QJ	00024237	Librarian III	3/1/2016	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QE	00028443	Library Technician VII	3/16/2020	C	O'ahu	Y	Y	A	NR			See general statement and this position has had Temporary assigned staff to fill in staffing gaps.
EDN	Hspl	EDN407QM	00032248	Office Assistant IV	12/24/2019	C	O'ahu	Y	Y	A	I	8/13/24		This position is in recruitment. 2nd DHRD list issued.
EDN	Hspl	EDN407QJ	00032934	Library Technician V	6/29/2019	C	O'ahu	Y	Y	A	NR			See general statement and this position has had Temporary assigned staff to fill in staffing gaps.
EDN	Hspl	EDN407QM	00033966	Librarian IV	3/1/2019	C	O'ahu	Y	Y	A	NR			This position just recently completed the reorganization process to ensure we effectively manage and support the libraries in East Oahu. It is vital to the operations of our public libraries. This position is in line for recruitment.
EDN	Hspl	EDN407QB	00035463	Account Clerk II	8/1/2018	C	O'ahu	Y	Y	A	NR			See general statement and this position has had Temporary assigned staff to fill in staffing gaps.
EDN	Hspl	EDN407QB	00043662	Account Clerk II	6/17/2019	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QE	00043911	Librarian III	4/26/2020	C	O'ahu	Y	Y	A	O	1/9/24		This position has been in ongoing recruitment and a substitute has been use to fill in the staffing gap while we try to hire. Awaiting 4th DHRD list.
EDN	Hspl	EDN407QG	00043921	Librarian III	12/2/2017	C	Maui	Y	Y	A	NR			There was transition in staffing and then the position was unfunded, and then the library was destroyed by the Maui Wildfire on 08/08/23. This position is needed to staff the temporary and future permanent library. It is one of 4 staff plus a janitor.
EDN	Hspl	EDN407QB	00044227	Office Assistant III	12/16/2019	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QM	00044993	Librarian IV	10/16/2019	C	O'ahu	Y	Y	A	O	9/20/23		This position was unfunded and is in ongoing recruitment. 2nd IVA list issued.
EDN	Hspl	EDN407QJ	00046487	Librarian III	3/16/2016	C	O'ahu	Y	Y	A	NR			This position just recently completed the reorganization process to ensure we effectively manage and support the libraries on Maui with on island support. This position can ensure libraries remain open when staff levels are at critical levels. It is vital to the operations of our public libraries. This position is in line for recruitment.
EDN	Hspl	EDN407QJ	00046942	Library Assistant III	5/16/2019	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QE	00049824	Librarian III	3/20/2019	C	O'ahu	Y	Y	A	O	1/9/24		This position is ongoing recruitment and important for operations at the Liliha Public Library. Awaiting 4th DHRD list.
EDN	Hspl	EDN407QD	00110636	Library Assistant III	7/31/2016	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QE	00112125	Librarian III	12/16/2019	C	O'ahu	Y	Y	A	O	1/9/24		This position is in ongoing recruitment. Interviews have been held to no avail. It is a tough position to fill, but it is needed for this rural library. Awaiting 4th DHRD list.
EDN	Hspl	EDN407QL	00116890	Library Assistant IV	12/31/2019	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QL	00116893	Library Assistant IV	6/1/2020	C	O'ahu	Y	Y	A	NR			See general statement.
EDN	Hspl	EDN407QD	00122460	Library Assistant III	4/14/2020	C	O'ahu	Y	Y	A	NR			See general statement.
HHL	HmstdSvcsDiv	HHL625AO	00009584	Homestead District Supvr II	1/20/2018	C	Hawai'i	Y	N	A	NR			Unfunded FY24
HHL	FiscalOfc	HHL625AO	00026382	Account Clerk III	12/1/2018	C	O'ahu	Y	N	A	NR			Unfunded FY24
HHL	HmstdSvcsDiv	HHL625AO	00038085	Mortgage Loan Specialist	12/31/2007	C	O'ahu	Y	N	A	NR			Unfunded FY24
HHL	HmstdSvcsDiv	HHL625AO	00100205	Office Assistant IV	3/16/2020	C	O'ahu	Y	N	A	NR			Unfunded FY24
HHL	FiscalOfc	HHL625AO	00106409	Accountant IV	7/1/2018	C	O'ahu	Y	Y	A	O	07/18/2024		Two eligible list received, no interest. Pending new eligible list
HHL	HmstdSvcsDiv	HHL625AO	00122504	Homestead Assistant I	10/1/2018	C	Kaua'i	Y	Y	A	O	4/11/2024		3/15/2024, Position redescribed from Land Agent to Homestead Assistant. Pending eligible list
HMS	SocSvcsDiv	HMS301SA	00001678	Social Worker IV	11/4/2019	C	O'ahu	Y	Y	A	O	11/17/2019		In wikiwiki hire recruitment; no current eligible applicants referred.
HMS	HI PubHsAu	HMS229HA	00002799	Accountant III	12/31/2014	C	O'ahu	Y	Y	N	NR	N/A		
HMS	BESS Dv	HMS236LC	00003781	Office Assistant III	6/16/2020	C	O'ahu	Y	Y	A	O	1/13/2023		BESSD/SB considering redescription of any remaining vacant OAs to Eligibility Wkr to replace call center support staff (contract ends 2026); Filled with 89-day hire; 8/1/24
HMS	HI PubHsAu	HMS229HA	00006564	Building Maintenance Helper	4/13/2020	C	O'ahu	Y	Y	N	NR	N/A		
HMS	HI PubHsAu	HMS229HA	00006787	Heavy Truck Driver	1/18/2014	C	O'ahu	Y	Y	N	NR	N/A		

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
HMS	BESS Dv	HMS236LC	00007714	Eligibility Wkr I	1/16/2019	C	Maui	Y	Y	A	O	7/27/21		External list referred. Suspense dated for 11/6/24
HMS	HI PubHsAu	HMS229HA	00007932	Purchasing Technician I	5/1/2017	C	O'ahu	Y	Y	N	NR	N/A		Per HPHA - canceled recruitment due to funding.
HMS	HI PubHsAu	HMS220RH	00008841	Truck Driver	12/31/2014	C	O'ahu	Y	Y	N	NR	N/A		
HMS	HI PubHsAu	HMS229HA	00008848	Building Maintenance Helper	4/13/2020	C	O'ahu	Y	Y	N	NR	N/A		
HMS	DivVocRehab	HMS802GA	00012609	Vocational Rehab Spclt III	12/1/2019	C	Kaua'i	Y	Y	A	O	5/20/21		Part-time position; pending new external list.
HMS	DivVocRehab	HMS802GA	00012658	Vocational Rehab Spclt V	12/31/2018	C	O'ahu	Y	Y	A	NR	N/A		PMSS to redescribe - pending program's response to PD
HMS	OfcEntprTech	HMS904AA	00017861	Information Technology Band B	3/1/2020	C	O'ahu	Y	Y	A	NR	N/A		EAWPIS, no pending action, need to finalize PD
HMS	BESS Dv	HMS236LC	00022855	Eligibility Wkr I	2/29/2020	C	Maui	Y	Y	A	O	10/25/22		External list referred. Suspense dated for 11/6/24
HMS	OfcEntprTech	HMS904AA	00023672	Administrative Ofcr V	11/1/2018	C	O'ahu	Y	Y	A	NR	N/A		no pending action, needs DCE since reorg pau
HMS	DivVocRehab	HMS802GA	00024468	Office Assistant III	3/30/2019	C	O'ahu	Y	Y	A	O	9/21/21		PMSS to redescribe - pending program's response to PD; Wikiwiki, pending new external list
HMS	BESS Dv	HMS236LC	00025015	Office Assistant III	1/6/2020	C	O'ahu	Y	Y	A	O	1/13/23		BESSD/SB considering redescription of any remaining vacant OAs to Eligibility Wkr to replace call center support staff (contract ends 2026); Wikiwiki, pending new external list
HMS	BESS Dv	HMS236LC	00025293	Office Assistant III	5/1/2020	C	O'ahu	Y	Y	A	O	9/1/22		Psn redescription completed eff 10/3/22; Wikiwiki, pending new external list
HMS	OfcEntprTech	HMS904AA	00025461	Office Assistant IV	3/1/2019	C	O'ahu	Y	Y	A	NR	N/A		no pending action, needs to be redescribed since reorg pau
HMS	Med-QuestDiv	HMS902IA	00026330	Registered Nurse V	7/1/2013	C	O'ahu	Y	Y	A	NR	N/A		Per HR discussion with MQD on 9/24/24 , they plan to vary this position to an Investigator V.
HMS	AudQCResOf	HMS904AA	00026380	Eligibility Wkr IV	12/31/2019	C	O'ahu	Y	Y	A	O	8/12/21		External list referred. Suspense dated for 11/16/24
HMS	Med-QuestDiv	HMS902IA	00026710	Social Service Assistant IV	6/2/2008	C	O'ahu	Y	Y	A	NR	N/A		MQD reorg in progress.
HMS	OfcEntprTech	HMS904AA	00026957	Information Technology Band B	3/1/2018	C	O'ahu	Y	Y	A	NR	N/A		no pending action, needs to be redescribed since reorg pau
HMS	BESS Dv	HMS236LC	00028059	Eligibility Wkr III	8/1/2019	C	Hawai'i	Y	Y	A	O	11/21/22		External list referred 9/4/2024; pending interview results. No selection made. Will need to request a new list.
HMS	OfcEntprTech	HMS904AA	00028230	Information Technology Band B	5/1/2020	C	O'ahu	Y	Y	A				EAWPIS, no pending action, need to finalize PD
HMS	OfcEntprTech	HMS904AA	00028783	Secretary I	6/1/2018	C	O'ahu	Y	Y	A	I	9/24/24		DCE pau 9/19/24; 1 internal applicant; Due 11/18/24
HMS	FiscalMgtOfc	HMS904AA	00029900	Office Assistant III	2/18/2020	C	O'ahu	Y	Y	A	O	2/28/24		Filled 7/1/24 with 89-day hire, 2nd appointment to end 12/27/24 or earlier if filled with civil service candidate. Wikiwiki, pending external list
HMS	DivVocRehab	HMS802GA	00031327	Vocational Rehab Spclt I	1/17/2017	C	O'ahu	Y	Y	A	O	5/24/21		ASL position; New list of 1 eligible applicant.
HMS	BESS Dv	HMS903FA	00032803	Investigator IV	11/1/2019	C	Kaua'i	Y	Y	A	O	8/24/21		External list referred 4/19/24; 2 eligible applicants referred, no selections. Pending new list.
HMS	BESS Dv	HMS302DA	00036853	Social Service Assistant IV	3/1/2018	C	Maui	Y	Y	A	O	11/12/21		10/25/24 - no new eligible applicants; pending external list.
HMS	OfcEntprTech	HMS904AA	00037432	Information Technology Band B	12/8/2018	C	O'ahu	Y	Y	A	NR	N/A		no pending action, needs DCE since reorg pau
HMS	HI PubHsAu	HMS229HA	00041252	Accountant IV	9/22/2017	C	O'ahu	Y	Y	N	NR	N/A		
HMS	OfcEntprTech	HMS904AA	00042191	Office Assistant III	11/1/2019	C	O'ahu	Y	Y	A	I - O	9/26/24		pending eval approval; Request to fill processed 9/30/24; no internal eligibles; submitting request for external list 10/1/24. Wikiwiki, pending external list
HMS	SocSvcsDiv	HMS301SA	00042338	Social Service Assistant IV	1/9/2018	C	Maui	Y	Y	A	NR	N/A		Do not fill (see Access)
HMS	BESS Dv	HMS236LC	00042672	Office Assistant III	3/2/2020	C	Hawai'i	Y	Y	A	NR	N/A		BESSD/SB considering redescription of any remaining vacant OAs to Eligibility Wkr to replace call center support staff (contract ends 2026); Wikiwiki, pending external list
HMS	SocSvcsDiv	HMS301SA	00042919	Human Svcs Prof III	3/23/2020	C	Hawai'i	Y	Y	A	O	3/31/20		Wikiwiki Hire; pending eligible applicants.
HMS	BESS Dv	HMS236LC	00043803	Self-Suff/Supp Svcs Spclt III	3/2/2020	C	O'ahu	Y	Y	A	NR	N/A		
HMS	BESS Dv	HMS236LC	00045535	Self-Suff/Supp Svcs Spclt III	9/1/2019	C	O'ahu	Y	Y	A	NR	N/A		Not in recruitment (Redescribe to SW IV)
HMS	SocSvcsDiv	HMS901MA	00046378	Social Service Aid III	4/1/2015	C	O'ahu	Y	Y	A	NR	N/A		
HMS	FiscalMgtOfc	HMS904AA	00047413	Pre Audit Clerk I	9/14/2019	C	O'ahu	Y	Y	A	O	3/17/21		Filled w/ 89-day hire, NTE: 2/14/25; No recommendation made; requesting new external list.
HMS	SocSvcsDiv	HMS901MA	00047434	Social Worker IV	12/31/2019	C	O'ahu	Y	Y	A	NR	N/A		PMSS to redescribe - pending PD draft
HMS	Med-QuestDiv	HMS902IA	00048649	Eligibility Program Spclt V	3/7/2019	C	O'ahu	Y	Y	A	NR	N/A		MQD reorg in progress.
HMS	Med-QuestDiv	HMS902IA	00048656	Eligibility Wkr III	1/16/2020	C	O'ahu	Y	Y	A	O	4/12/23		MQD reorg in progress. Interview recommendations received, pending reference checks
HMS	Med-QuestDiv	HMS902IA	00048664	Eligibility Wkr III	4/1/2020	C	O'ahu	Y	Y	A	O	11/24/23		MQD reorg in progress. Interview recommendations received, pending reference checks
HMS	Med-QuestDiv	HMS902IA	00048674	Eligibility Program Spclt V	3/12/2018	C	O'ahu	Y	Y	A	NR	N/A		MQD reorg in progress.

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
HMS	Med-QuestDiv	HMS902IA	00048722	Office Assistant III	12/11/2019	C	O'ahu	Y	Y	A	O	4/18/24		7/1/23 - Position Re-Funded (Act 164, SLH 2023). MQD Reorg in progress. Wikiwiki, pending external list
HMS	OfcEntprTech	HMS904AA	00051806	Information Technology Band B	12/31/2019	C	O'ahu	Y	Y	A	NR	N/A		EAWPIS, no pending action, need to finalize PD
HMS	OfcEntprTech	HMS904AA	00051809	Information Technology Band A	12/1/2019	C	O'ahu	Y	Y	A	NR	N/A		no pending action, needs DCE since reorg pau
HMS	OfcEntprTech	HMS238GB	00051830	Information Technology Band B	6/1/2019	C	O'ahu	Y	Y	N	NR	N/A		EAWPIS, no pending action, need to finalize PD
HMS	Med-QuestDiv	HMS902IA	00051845	Eligibility Program Spclt IV	8/1/2014	C	O'ahu	Y	Y	A	NR	N/A		Pending PD update
HMS	Med-QuestDiv	HMS902IA	00051847	Eligibility Program Spclt III	5/12/2018	C	O'ahu	Y	Y	A	NR	N/A		MQD Reorg in progress
HMS	DivVocRehab	HMS802GA	00051851	Vocational Rehab Spclt III	3/16/2020	C	Hawai'i	Y	Y	A	O	5/24/22		List referred 10/18/24; due 11/15/24
HMS	SocSvcsDiv	HMS601TA	00100506	Social Service Assistant IV	11/1/2019	C	Maui	Y	Y	A	O	11/23/21		Pending new external list
HMS	Med-QuestDiv	HMS902IA	00101589	Program Specialist VI	11/17/2014	C	O'ahu	Y	Y	A	NR	N/A		MQD Reorg in progress
HMS	HI PubHsAu	HMS229HA	00102676	Engineer IV	5/16/2018	C	O'ahu	Y	Y	W	O	9/30/21		Wikiwiki Hire process, last list referred August 2024; 1 eligible applicant, no selection made
HMS	Med-QuestDiv	HMS902IA	00103031	General Professional VI	3/28/2019	C	O'ahu	Y	Y	A	NR	N/A		T/P action completed 9/19/24 EXTERNAL RECRUITMENT (TEMP) CXLD due to perm status; request to fill as perm to be submitted 10/1.
HMS	Med-QuestDiv	HMS902IA	00108927	General Professional V	3/1/2020	C	O'ahu	Y	Y	A	NR	N/A		T/P action completed 9/19/24 EXTERNAL RECRUITMENT (TEMP) CXLD due to perm status; request to fill as perm to be submitted 10/1.
HMS	Med-QuestDiv	HMS902IA	00110037	General Professional VI	4/21/2008	C	O'ahu	Y	Y	A	O	7/20/23		External recruitment list referred May 2024; applicant offered/accepted but later declined due to cost of living in HI. Pending new list. As of 9/23/24, no qualified applicants.
HMS	SocSvcsDiv	HMS601TA	00113209	Social Service Assistant IV	1/2/2019	C	O'ahu	Y	Y	N	O	11/21/22		10/16/24 - Program is currently working on list at SSA III level; Due 11/13/24
HMS	SocSvcsDiv	HMS301SA	00117492	Social Service Aid II	8/1/2018	C	O'ahu	Y	Y	A	O	11/2/22		SWATO Filled w/ 89-day hire, NTE: 1/10/25; Program has recommendation for hire (C/S, Perm)
HMS	Med-QuestDiv	HMS902IA	00118416	Eligibility Wkr I	7/17/2017	C	Kaua'i	Y	Y	A	O	11/24/23		MQD Reorg in progress; External list referred 8/13/24, 7 eligible applicants; pending outcome of interviews. Recommendation received. Pending job offer.
HMS	OfcYouthSvcs	HMS501YA	00118511	General Professional IV	3/1/2017	C	O'ahu	Y	Y	A	NR	N/A		
HMS	SocSvcsDiv	HMS301SA	00118586	Human Svcs Prof III	12/1/2016	C	Hawai'i	Y	Y	N	NR	N/A		
HMS	SocSvcsDiv	HMS901MA	00118589	Social Service Aid III	6/10/2013	C	O'ahu	Y	Y	N	NR	N/A		
HMS	DivVocRehab	HMS802GA	00118971	Office Assistant III	9/15/2017	C	O'ahu	Y	Y	A	NR	NA		PMSS to redescribe - pending program's response to PD
HMS	BESS Dv	HMS302DA	00120654	Human Svcs Prof IV	6/3/2019	C	O'ahu	Y	Y	A	O	7/27/21		List referred 10/28/24, 2 eligible applicants, due 11/25/24
HMS	DivVocRehab	HMS802GA	00120667	Account Clerk III	10/29/2018	C	O'ahu	Y	Y	A	O	11/7/23		External list referred 10/29/2024; Due 11/26/24
HMS	DivVocRehab	HMS802GA	00120697	Office Assistant III	3/3/2018	C	Kaua'i	Y	Y	A	NR	N/A		
HMS	DivVocRehab	HMS802GA	00120795	Vocational Rehab Spclt III	1/16/2019	C	O'ahu	Y	Y	A	NR	N/A		
HMS	DivVocRehab	HMS802GA	00120835	Vocational Rehab Spclt III	3/16/2018	C	O'ahu	Y	Y	A	O	6/20/24		Pending external list
HMS	Med-QuestDiv	HMS902IA	00121294	General Professional IV	5/31/2019	C	O'ahu	Y	Y	A	O	5/25/22		External list referred 7/17/24; 3 eligible applicants, No selection, pending new list.
HTH	EnvrnHlthAdm	HTH710MJ	00003722	Office Assistant III	11/20/2019	C	O'ahu	N	N	A	NR			Not actively recruiting.
HTH	DepDirOfHlth	HTH907AD	00003883	Office Assistant III	3/14/2020	C	O'ahu	N	N	A	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH610FP	00004648	Food Safety Specialist III	2/1/2019	C	O'ahu	N	N	A	NR			Not actively recruiting.
HTH	BhavrlHlthAd	HTH420HE	00006050	Clinical Psychologist	5/16/2020	C	O'ahu	Y	Y	A	O	10/14/2021		Selection made. Pending acceptance of conditional offer. Applicant declined. In active recruitment. Conducting interviews. List void date 12/13/24.
HTH	DepDirOfHlth	HTH760MS	00006744	Research Statistician IV	2/26/2020	C	O'ahu	N	N	A	O	2/25/2020		In active recruitment. Pending DHRD list.
HTH	BhavrlHlthAd	HTH430HQ	00007211	LPN - Mental Health (FP)	12/31/2017	C	O'ahu	Y	Y	A	O	1/4/2018		In active recruitment. The program is preparing to variance the position to an Account Clerk IV to better meet the needs of the program. Pending DHRD list since 2/2/2023.
HTH	BhavrlHlthAd	HTH420HE	00007233	Human Svcs Prof IV	12/31/2019	C	O'ahu	Y	Y	A	O	8/13/2021		In active recruitment. Conducting interviews. List void date 10/19/24
HTH	BhavrlHlthAd	HTH495HB	00010022	Office Assistant III	12/21/2019	C	O'ahu	N	N	A	NR			Not actively recruiting.
HTH	BhavrlHlthAd	HTH420HE	00010981	Licensed Practical Nurse II	4/1/2017	C	O'ahu	Y	Y	A	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH610FP	00011312	Food Safety Specialist V	8/1/2019	C	O'ahu	N	N	A	O	7/26/2019		In active recruitment. Pending DHRD list.
HTH	BhavrlHlthAd	HTH501JA	00012470	Social Worker V	2/4/2020	C	O'ahu	N	N	B	O	1/8/2020		Selection made. Pending acceptance of conditional offer.
HTH	BhavrlHlthAd	HTH501CV	00012477	Social Worker V	8/1/2019	C	O'ahu	N	N	A	O	7/24/2019		In active recruitment. Conducting interviews. List void date 10/19/24. Selection made, pending acceptance of conditional offer.

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
HTH	DepDirOfHlth	HTH760MS	00013991	Office Assistant III	1/3/2020	C	O'ahu	N	N	A	NR			Not actively recruiting.
HTH	DepDirOfHlth	HTH610FN	00014827	Vector Control Inspector I	3/4/2020	C	Hawai'i	N	N	A	I	3/2/2020		In active recruitment. Conducting interviews. List void date 11/10/24. Selection made, but put on hold due to funding.
HTH	HlthResAdm	HTH100DG	00017702	Janitor II	12/2/2019	C	Moloka'i	N	N	A	O	12/23/2019		In active recruitment. Pending DHRD list. Selection made, pending suitability clearance.
HTH	DepDirOfHlth	HTH907AL	00021183	Office Assistant III	12/18/2019	C	Hawai'i	N	N	A	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH849FC	00024204	Secretary II	5/3/2018	C	O'ahu	Y	Y	N	NR			Not actively recruiting.
HTH	DirectorsOfc	HTH904AJ	00024455	Account Clerk III	4/1/2014	C	O'ahu	Y	Y	A	NR			Program is preparing for active recruitment.
HTH	BhavrlHlthAd	HTH420HE	00024966	Administrative Spclt IV	12/3/2019	C	O'ahu	N	N	A	O	1/6/2020		In active recruitment. Conducting interviews. List void date 11/10/24
HTH	HlthResAdm	HTH720MP	00027458	Occupational Therapist IV	12/31/2018	C	O'ahu	N	N	A	NR			Not actively recruiting. The program is preparing to variance the position to a Registered Nurse V to better meet the needs of the program. When completed, the program will start recruitment.
HTH	HlthResAdm	HTH560GI	00030089	WIC Nutrition Aid	8/1/2019	C	O'ahu	Y	Y	N	NR			Not actively recruiting. Position is 100% federally funded.
HTH	HlthResAdm	HTH560GI	00031902	Office Assistant III	7/4/2019	C	O'ahu	Y	Y	N	O	4/23/2019		In active recruitment. Pending DHRD list. Selection made, pending conditional offer.
HTH	HlthResAdm	HTH100DD	00032954	Office Assistant III	5/16/2020	C	O'ahu	N	N	A	NR			Not actively recruiting.
HTH	HlthResAdm	HTH560CC	00032955	Office Assistant III	5/30/2020	C	O'ahu	N	N	B	NR			Not actively recruiting.
HTH	DepDirOfHlth	HTH907AB	00035954	Drafting Technician VI	9/14/2019	C	O'ahu	N	N	A	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH840FF	00039987	Engineer VI	2/1/2012	C	O'ahu	Y	Y	B	NR			Not actively recruiting.
HTH	DirectorsOfc	HTH904AJ	00040215	Program Specialist V	9/20/2019	C	O'ahu	Y	Y	A	O	11/3/2021		In active recruitment. Conducting interviews. List void date 11/25/24. Permanent incumbent is occupying a temporary position (Program Specialist VI, PN 12282) until 12/7/26. The Incumbent has return rights to his permanent position (Program Specialist V, PN 40215).
HTH	EnvrnHlthAdm	HTH610FP	00040584	Food Safety Specialist III	7/18/2019	C	O'ahu	Y	Y	A	NR			Not actively recruiting.
HTH	BhavrlHlthAd	HTH501CU	00041490	Human Svcs Prof IV	11/1/2018	C	O'ahu	N	N	A	NR			Funding restored in Act 248 SLH 2022. The program and HR are working together to redescribe the position. Once the action is completed, the program will immediately begin recruitment.
HTH	EnvrnHlthAdm	HTH610FQ	00041769	Microbiologist III	2/19/2020	C	O'ahu	Y	Y	B	O	3/17/2020		In active recruitment. Conducting interviews. List void date 10/25/24. Selection made, pending suitability clearance.
HTH	HlthResAdm	HTH730MT	00041807	Public Health Educator V	7/1/2019	C	O'ahu	Y	Y	A	O	5/28/2019		In active recruitment. Conducting interviews. HIRE Pilot Project List void date 1/15/25.
HTH	EnvrnHlthAdm	HTH610FP	00042249	Food Safety Specialist III	8/24/2019	C	O'ahu	Y	Y	A	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH840FJ	00042265	Engineering Program Mgr	12/1/2017	C	O'ahu	Y	Y	A	O	3/12/2021		In active recruitment. Conducting interviews. List void date 10/21/24. No selection. Pending DHRD list.
HTH	EnvrnHlthAdm	HTH610FP	00043595	FOOD SAFETY SPECIALIST IV	12/31/2018	C	O'ahu	N	N	A	O	3/12/2024		In active recruitment. Pending DHRD list.
HTH	DepDirOfHlth	HTH420HN	00043930	Office Assistant III	7/1/1997	C	Kaua'i	Y	N	A	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH610FP	00044783	Food Safety Specialist IV	7/1/2019	C	O'ahu	Y	Y	A	NR			Not actively recruiting.
HTH	BhavrlHlthAd	HTH430HQ	00045796	Janitor II	5/1/2020	C	O'ahu	Y	Y	A	I	9/16/2024		In active recruitment. Pending list.
HTH	EnvrnHlthAdm	HTH840FJ	00048060	Environmental Health Spclt IV	7/7/2018	C	O'ahu	Y	N	A	NR			The position is currently filled via 89-Day Hire, effective 9/30/24. In active recruitment (internal). Pending list.
HTH	DepDirOfHlth	HTH907AP	00050176	Planner IV	6/1/2006	C	O'ahu	Y	Y	N	NR			Not actively recruiting.
HTH	HlthResAdm	HTH560CG	00050741	Speech Pathologist IV	6/11/2013	C	O'ahu	Y	N	P	NR			Not actively recruiting. The program is preparing to variance the position to a Children & Youth Program Specialist IV to better meet the needs of the program. When completed, the program will start recruitment.
HTH	HlthResAdm	HTH100DF	00052112	Licensed Practical Nurse II	9/3/2018	C	O'ahu	N	Y	A	O	9/4/2018		In active recruitment. The program is preparing to variance the position to a Para Medical Assistant II to better meet the needs of the program.
HTH	HlthResAdm	HTH100DG	00052118	Homemaker	5/22/2020	C	Moloka'i	N	Y	A	O	3/25/2021		In active recruitment. Pending DHRD list. Conducting interviews. List void date void 12/1/24.
HTH	EnvrnHlthAdm	HTH840FG	00054732	Environmental Health Spclt II	7/1/2015	C	O'ahu	Y	Y	N	NR			Not actively recruiting.

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
HTH	BhavrlHlthAd	HTH460HE	00110066	Human Svcs Prof IV	8/9/2019	C	O'ahu	N	N	A	NR			Funding restored in Act 248 SLH 2022. CAMHD is using this position as a trade-off/transfer for additional positions being requested that are needed in the 2025 biennium budget request.
HTH	EnvrnHlthAdm	HTH100DD	00110108	Microbiologist II	10/8/2002	C	O'ahu	N	N	N	NR			Not actively recruiting.
HTH	HlthResAdm	HTH131DC	00110204	Public Health Educator V	12/3/2019	C	O'ahu	Y	Y	N	O	12/2/2019		In active recruitment. Conducting interviews. List void date 10/22/24.
HTH	BhavrlHlthAd	HTH501JO	00110228	Human Svcs Prof III	10/8/2019	C	O'ahu	Y	Y	A	O	10/2/2019		In active recruitment. Pending DHRD list.
HTH	DirectorsOfc	HTH904AJ	00110432	Program Specialist V	6/1/2020	C	O'ahu	Y	Y	A	NR			Not actively recruiting. The program is preparing to redescribe and move the position to another section in the office to better meet the needs of the program. When completed, the program will start recruitment. In active recruitment (internal). Pending list.
HTH	BhavrlHlthAd	HTH501JA	00113192	Human Svcs Prof V	9/5/2018	C	O'ahu	N	Y	B	O	7/31/2018		In active recruitment. Conducting interviews. List void date 10/19/24. No Selection made. Pending list.
HTH	DepDirOfHlth	HTH907AP	00117316	Office Assistant III	8/19/2008	C	O'ahu	Y	N	N	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH840FJ	00117758	Environmental Health Spclt III	11/8/2017	C	O'ahu	Y	N	B	NR			Not actively recruiting.
HTH	DepDirOfHlth	HTH760MS	00118413	Planner I	11/30/2019	C	O'ahu	Y	Y	A	O	1/2/2019		In active recruitment. Conducting interviews. List void date 9/22/24. No Selection made. Pending DHRD list.
HTH	EnvrnHlthAdm	HTH840FJ	00118596	Environmental Health Spclt IV	5/24/2016	C	O'ahu	Y	Y	P	NR			Not actively recruiting.
HTH	HlthResAdm	HTH131DC	00118909	Program Specialist III	9/29/2015	C	O'ahu	Y	Y	N	NR			In active recruitment. Pending DHRD list.
HTH	DepDirOfHlth	HTH560CC	00118948	Office Assistant III	2/4/2020	C	Hawai'i	Y	Y	A	NR			Not actively recruiting.
HTH	BhavrlHlthAd	HTH440HD	00119205	Professional Trainee II	2/22/2020	C	O'ahu	N	N	A	O	8/8/2019		In active recruitment. Recruitment stopped due to hiring freeze of April 2020 thru July 2021. The Leg in the 2021 Session removed funding for the position. Act 230 SLH2024 restored funding position effective 7/1/24. Conducting interviews. List void date 11/11/24. No selection made. Pending DHRD list.
HTH	DepDirOfHlth	HTH849FB	00120213	Accountant IV	5/14/2019	C	O'ahu	Y	Y	W	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH610FN	00121326	Vector Control Worker II	3/1/2019	C	O'ahu	Y	Y	A	NR			Not actively recruiting. Filled by 89-day hire.
HTH	HlthResAdm	HTH590GP	00121431	Program Specialist IV	8/24/2019	C	O'ahu	Y	Y	P	O	12/9/2021		In active recruitment. Pending DHRD list. Position is 100% federally funded.
HTH	HlthResAdm	HTH590GP	00121469	Program Specialist IV	12/18/2018	C	O'ahu	Y	Y	P	O	1/9/2019		In active recruitment. Pending DHRD list. Position is 100% federally funded. Conducting interviews. List void date 1/11/2025.
HTH	DepDirOfHlth	HTH560KC	00121537	Program Specialist IV	3/25/2016	C	O'ahu	Y	N	P	NR			Not actively recruiting.
HTH	BhavrlHlthAd	HTH420HE	00121731	Social Service Assistant V	5/1/2020	C	O'ahu	Y	Y	A	NR			Not actively recruiting.
HTH	BhavrlHlthAd	HTH420HE	00121886	Advanced Practice RN II	6/1/2020	C	O'ahu	Y	Y	A	NR			Not actively recruiting.
HTH	DepDirOfHlth	HTH610FN	00122139	Entomologist IV	3/16/2018	C	Kaua'i	N	N	A	O	4/17/2018		In active recruitment. Conducting interviews. List void date 11/22/24. No selection made. Pending DHRD list.
HTH	EnvrnHlthAdm	HTH840FJ	00122321	Environmental Health Spclt IV	12/1/2018	C	O'ahu	N	N	A	NR			Not actively recruiting.
HTH	EnvrnHlthAdm	HTH840FF	00122386	Environmental Health Spclt IV		C	O'ahu	Y	Y	B	O	2/27/2019	7/3/2017	In active recruitment. Conducting interviews. List void date 9/17/24. No Selection made. Conducting interview. List void date 12/3/2024.
HTH	EnvrnHlthAdm	HTH840FF	00122806	Program Specialist III		C	O'ahu	Y	Y	B	O	8/12/2019	6/27/2019	In active recruitment. Conducting interviews. List void date 10/26/24.
LAW	Sheriff Div	LAW503SA	00043379	Office Assistant IV	5/8/2020	C	O'ahu	Y	Y	A	I	7/15/24		89-day appt done
LAW	Sheriff Div	LAW503SA	00049862	Human Resources Assistant IV	5/1/2020	C	O'ahu	Y	Y	A	NR			position needs redescription
LAW	NarcoticsDiv	LAW502NA	00116525	Account Clerk III	7/1/2012	C	O'ahu	Y	Y	W	NR			position needs redescription
LAW	CrimnlnvsDiv	LAW504CA	00117189	Investigator V		C	O'ahu	Y	Y	U	O	8/7/24	10/1/2004	Actively Recruiting-Req 240036
LAW	Sheriff Div	LAW503SA	00118775	Investigator V		C	O'ahu	Y	Y	A	NR		10/12/2007	Needs re-org
LAW	Sheriff Div	LAW503SA	00120679	Account Clerk III	2/22/2020	C	O'ahu	Y	Y	A	NR			position needs redescription
LAW	DirectorsOfc	LAW901HA	00122181	Planner V	12/1/2018	C	O'ahu	Y	Y	P	NR			
LBR	WrkfrceDevDv	LBR111PA	00004037	Employment Svc County Prgm M	12/31/2016	C	Hawai'i	Y	Y	N	NR			Federally funded, pending reorg and classification
LBR	UnemplnsDiv	LBR171LA	00004552	Empl Security Appeals Referee	3/9/2019	C	O'ahu	Y	Y	N	NR			Recruitment pending Program's submittal of request.
LBR	WrkfrceDevDv	LBR111PA	00006257	Employment Service Spclt IV	12/31/2019	C	Moloka'i	Y	Y	N	NR			Currently occupied by 89-day hire
LBR	UnemplnsDiv	LBR171LA	00007073	Unemployment Ins Asst VII	2/1/2017	C	O'ahu	Y	Y	N	NR			Federally funded position which is needed when federal funding becomes available.

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
LBR	AdminSvcsOfc	LBR902AA	00007744	Management Analyst V	11/16/2018	C	O'ahu	Y	Y	N	O	06/21/2024		Position classification action (redescription from Clerical Supervisor III, to Management Analyst V) completed on 05/24/2024. Pending DHRD referral of certified list.
LBR	WrkfrceDevDv	LBR111PB	00008791	Program Specialist IV	5/1/2020	C	O'ahu	Y	Y	A	O	09/15/2022		Currently occupied by 89-day hire. Recruitment in progress.
LBR	WrkfrceDevDv	LBR111PA	00014108	Secretary II	1/1/2017	C	O'ahu	Y	Y	N	O	11/14/2023		Recruitment in progress. Selectee declined job offer on 09/13/2024. Pending DHRD new Cert List.
LBR	WrkfrceDevDv	LBR111PB	00014954	Employment Service Spclt III	12/1/2017	C	O'ahu	Y	Y	N	O	03/06/2024		Currently occupied by 89-day hire
LBR	AdminSvcsOfc	LBR902AA	00022378	Office Assistant III	9/28/2019	C	O'ahu	Y	Y	N	O	9/19/2024		Position classification action (redescription from Office Assistant III, to HR Assist V) completed on 09/18/2024
LBR	UnemplnsDiv	LBR171LA	00023128	Unemployment Ins Spclt IV	6/3/2019	C	O'ahu	Y	Y	N	NR			Request to be made during 2025 Legislative Session to change method of funding.
LBR	WrkfrceDevDv	LBR111PA	00025453	Secretary I	6/10/2017	C	Maui	Y	Y	N	NR			Federally funded, pending reorg and classification
LBR	UnemplnsDiv	LBR171LA	00027773	Unemployment Ins Asst V	7/18/2016	C	O'ahu	Y	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnemplnsDiv	LBR171LA	00027972	Empl Security Appeals Referee	6/29/2012	C	O'ahu	Y	Y	N	NR			Federally funded position which is needed when federal funding becomes available.
LBR	UnemplnsDiv	LBR171LA	00028095	Empl Security Appeals Referee	11/3/2018	C	O'ahu	Y	Y	N	NR			Recruitment pending Program's submittal of request.
LBR	AdminSvcsOfc	LBR902AA	00031032	Office Assistant III	1/18/2020	C	O'ahu	Y	Y	N	NR			To fill position through internal and external recruitment. The division has interns learning various Fiscal duties and a possible qualified candidate for this vacant position.
LBR	WrkfrceDevDv	LBR111PB	00119284	Employment Service Spclt IV	2/1/2012	C	O'ahu	Y	Y	B	NR			Recruitment in progress pending DHRD Cert List.
LBR	UnemplnsDiv	LBR171LA	00120076	Unemployment Ins Asst III	4/11/2017	C	Hawai'i	Y	Y	N	O	07/22/2024		Recruitment in progress. No selection from DLIR Cert List. Pending new DLIR Cert List referral.
LBR	AdminSvcsOfc	LBR902	00120960	Accountant IV	8/24/2018	C	O'ahu	Y	Y	N	NR			To fill position through internal and external recruitment. The division has interns learning various Fiscal duties and a possible qualified candidate for this vacant position. Existing staff serves on Temp Assgmt assuming duties and responsibilities of this position.
LBR	WrkfrceDevDv	LBR111PA	00121960	Employment Service Spclt II	9/30/2017	C	O'ahu	Y	Y	N	O	02/29/2024		Recruitment in progress pending DHRD Cert List. Currently occupied by 89-day hire
LBR	WrkfrceDevDv	LBR111PA	00121972	Employment Service Spclt IV	1/22/2018	C	Hawai'i	Y	Y	N	NR			Recruitment documentation to be submitted to post position
LNR	DOCARE	LNR405HA	00005025	Consvtn & Rescs Enfc Asst Adm	1/9/2019	C	O'ahu	Y	Y	A	O	8/4/21		Position frozen per EM 20-01; recruitment continued Aug'21. DHRD list of eligibles received 8/1/22, pending interviews. Division plans to review the class specifications; and consider effectiveness of current organizational structure.
LNR	DOFAW	LNR804DA	00012075	Forestry and Wildlife Tech IV	1/22/2020	C	Hawai'i	Y	Y	A	NR			Freeze pending RIF lifted 2/7/22. Insufficient funds; Division plans to request funding this Fiscal Biennium.
LNR	DOFAW	LNR906AA	00013332	Forestry & Wildlife Worker II	2/18/2020	C	Moloka'i	Y	Y	A	NR			Freeze lifted 7/30/21 per EM 21-04. This Position was transferred from DOFAW to LNR906 (Administrative Services Office) per Act 88, SLH 2021. ASO plans to pursue union consultation for BU Transfer; position to be redescribed to Accountant IV.
LNR	DOBOR	LNR801CH	00040664	General Laborer II	1/2/2009	C	Hawai'i	Y	Y	B	NR			Position was abolished 7/16/09. Position re-established 8/8/23. Division is discussing upgrading/downgrading/converting the position or relocate it to a different branch/office/location.
LNR	ConvyncesDiv	LNR111BA	00047355	Office Assistant III	11/15/2019	C	O'ahu	Y	Y	B	O	9/27/23		Freeze pending RIF lifted 2/7/22. Was in recruitment since Sept'23; Division received 7 Office Assistant III WikiWiki lists from DHRD, but yielded no results.-Following identification by B&F for abolishment per FM 24-10, Division decided to cancel this recruitment.
LNR	DOFAW	LNR402DA	00052393	Account Clerk III	4/10/2020	C	Kaua'i	Y	Y	A	O	11/28/22		Freeze pending RIF lifted 2/7/22. Funded per Act 248, SLH 2022. In recruitment since Nov'22; Division has received 5 lists from DHRD, but has yielded no results so far. Re-run IVA closed 10/10/24.
LNR	AqResDiv	LNR401CB	00109101	Aquatic Biologist V	8/16/2018	C	Maui	Y	Y	N	NR			Position redescribed effective 3/24/21. Recruitment cancelled 7/27/21. Division is working on requesting sufficient funds.

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
LNR	AqResDiv	LNR401CA	00113267	Aquatic Biologist III	3/9/2020	C	O'ahu	Y	Y	B	NR			Freeze lifted 7/30/21 per EM 21-04. No funding per division 12/1/21. Division is requesting sufficient funds.
LNR	Engr Div	LNR141GA	00117792	Project Manager II	12/9/2019	C	O'ahu	Y	Y	A	O	6/4/24		Position received 3 Engineer WikiWiki lists from DHRD since Dec'22. Last applicant contacted on 4/13/23 and never responded. Therefore, recruitment was cancelled 5/30/23 so that the Division can redescribe the position. Position redescribed effective 6/4/24. DHRD recruitment 8/12/24-cont. Division awaiting list of eligibles from DHRD; intends to interview and fill position.
LNR	DOFAW	LNR906AA	00118680	Forestry & Wildlife Worker II	1/28/2020	C	Hawai'i	Y	Y	A	NR			Freeze lifted 7/30/21 per EM 21-04. This Position was transferred from DOFAW to LNR906 (Administrative Services Office) per Act 88, SLH 2021. ASO plans to pursue union consultation for BU Transfer; position to be redescribed to Accountant IV.
LNR	ConvyncesDiv	LNR111BA	00118994	Office Assistant III	3/10/2020	C	O'ahu	Y	Y	B	NR			Freeze pending RIF lifted 2/7/22. Positions had been reviewed in SLH2021 for possible funding sweep but was later rescinded. Position was not actively recruited since then due to division's concerns that it would be subject to another funding sweep.
LNR	DOBOR	LNR801CH	00119001	Office Assistant III	4/25/2020	C	O'ahu	Y	Y	B	O	2/19/21		Freeze pending RIF lifted 2/7/22; recruitment continued Mar'22; Division has received 17 Office Assistant III WikiWiki lists from DHRD, but has yielded no results so far.
LNR	ConvyncesDiv	LNR111BA	00120981	Abstracting Assistant III	3/20/2020	C	O'ahu	Y	Y	B	NR			Freeze pending RIF lifted 2/7/22. Positions had been reviewed in SLH2021 for possible funding sweep but was later rescinded. Position was not actively recruited since then due to division's concerns that it would be subject to another funding sweep.
LNR	DOBOR	LNR801CH	00122224	Boat&Ocean Recr Hrbr Agnt II	10/1/2019	C	Hawai'i	Y	Y	A	O	8/27/24		Division was not recruiting due to insufficient funds. Sufficient funds were received for FY25. IVA was released 8/27/24; yielded no eligibles. Requested a list of eligibles from DHRD 9/6/24; DHRD recruitment 10/19/24-cont.
LNR	DOBOR	LNR801CH	00122226	Boat&Ocean Recr Hrbr Agnt II	12/2/2019	C	O'ahu	Y	Y	A	O	8/20/24		Division was not recruiting due to insufficient funds. Sufficient funds were received for FY25. IVA was released 8/20/24; yielded no eligibles. Requested a list of eligibles from DHRD 9/6/24; DHRD list of eligibles received 10/9/24, pending interviews.
LNR	DOBOR	LNR801CH	00122227	Boat&Ocean Recr Hrbr Agnt II	4/20/2020	C	O'ahu	Y	Y	A	O	8/26/24		Division was not recruiting due to insufficient funds. Sufficient funds were received for FY25. IVA was released 8/26/24; yielded no eligibles. Requested a list of eligibles from DHRD 9/6/24; DHRD list of eligibles received 10/9/24, pending interviews.
TAX	TaxSvc&Proccg	TAX105BA	00001492	Office Assistant III	3/16/2020	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00001566	Office Assistant III	1/31/2020	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	CompliancDiv	TAX100CM	00004417	Auditor IV	9/16/2019	C	Maui	Y	Y	A	O	2/10/23		
TAX	TaxSvc&Proccg	TAX105BA	00005765	Secretary III	12/31/2018	C	O'ahu	Y	Y	A	I	9/24/24		In active recruitment
TAX	TaxSvc&Proccg	TAX105BA	00008221	Office Assistant III	4/20/2018	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00008222	Office Assistant III	6/30/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	CompliancDiv	TAX100CM	00011428	Auditor V	12/31/2019	C	Maui	Y	Y	A	O	8/24/22		
TAX	OfcofDir	TAX100EO	00016056	Office Assistant III	4/9/2020	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00023483	Office Assistant III	8/24/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00026968	Office Assistant III	8/16/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00027115	Cashier II	5/16/2019	C	O'ahu	Y	Y	A	I	2/25/23		
TAX	TaxSvc&Proccg	TAX105BA	00027917	Office Assistant III	8/16/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00027918	Office Assistant III	7/31/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00027919	Office Assistant III	7/1/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	InfoTechSvcs	TAX107AC	00028863	Information Technology Band B	8/1/2019	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00034095	Office Assistant III	5/1/2020	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Proccg	TAX105BA	00034096	Office Assistant II	8/24/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
TAX	TaxSvc&Procg	TAX105BA	00034097	Office Assistant II	6/29/2018	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00034098	Office Assistant II	7/1/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00034105	Office Assistant II	11/26/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00034131	Office Assistant III	5/16/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00034133	Office Assistant III	10/29/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00034134	Office Assistant III	9/28/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00035023	Office Assistant II	11/25/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00035024	Office Assistant II	11/12/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00037154	Office Assistant III	7/30/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00037155	Office Assistant III	7/30/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00037573	Office Assistant II	5/29/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00037576	Tax Clerk	8/31/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00037580	Office Assistant III	5/16/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00037584	Office Assistant III	5/23/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00039842	Office Assistant IV	7/1/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00041200	Office Assistant III	3/28/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00041262	Office Assistant III	10/29/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00044626	Office Assistant III	7/1/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00049943	Office Assistant III	6/28/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00049945	Office Assistant III	7/1/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00049946	Office Assistant III	8/31/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	TaxSvc&Procg	TAX105BA	00049947	Office Assistant III	7/1/2019	C	O'ahu	Y	N	A	NR			Seasonal (unfunded)
TAX	OfcofDir	TAX100EO	00117470	Delinquent Tax Coll Asst II	12/31/2019	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	OfcofDir	TAX100EO	00117475	Delinquent Tax Coll Asst II	12/31/2019	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	TaxSvc&Procg	TAX105BA	00118445	Office Assistant III	5/27/2020	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	OfcofDir	TAX100EO	00120117	Delinquent Tax Coll Asst II	11/29/2019	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	InfoTechSvcs	TAX107AC	00120348	Information Technology Band B	10/1/2019	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	InfoTechSvcs	TAX107AC	00120350	Information Technology Band B	2/8/2019	C	O'ahu	Y	N	A	NR			(unfunded)
TAX	TaxSvc&Procg	TAX105BC	00121084	Tax Clerk	6/29/2020	C	O'ahu	Y	Y	A	NR			Will propose to the legislature through budget request, changing it from temporary to permanent
TRN	Hwys Div	TRN595DA	00001144	Highway Const Inspector IV	11/27/2017	C	Maui	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019; Reduced for LS I, PN 3949 (authorized by ACT 088/SLH 2021)
TRN	Hwys Div	TRN531DM	00001146	Automotive Mechanic Helper	11/1/2017	C	Moloka'i	Y	N	B	NR	N/A		Reduced funds for HWY-M, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00001278	Equipment Operator I	5/2/2016	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00001283	General Laborer I	2/19/2019	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00001286	Equipment Operator I	8/16/2017	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00001292	Equipment Operator I	10/2/2017	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00001330	Truck Driver Laborer	10/1/2015	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00001338	Equipment Operator I	9/1/2016	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00001386	Engineering Technician VI	11/1/2017	C	Kaua'i	Y	Y	C	NR	N/A		Position is being redescribed to HCI IV; will begin new recruitment once redescription is completed
TRN	Hwys Div	TRN595DA	00002503	Highway Const Inspector IV	11/16/2018	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00002508	Abstractor VI	7/1/2017	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00006428	Drafting Technician VI	2/13/2018	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00006461	Land Surveyor I	2/1/2019	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00006469	Engineering Technician VI	12/28/2019	C	Maui	Y	Y	C	NR	N/A		Division is attempting to utilize Flex Hiring to fill position and exploring downgrading position

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
TRN	Hwys Div	TRN595DA	00006584	Landscape Architect V	1/21/2017	C	O'ahu	Y	Y	C	NR	N/A		Position is being redescribed; will begin new recruitment once redescription is completed
TRN	Hwys Div	TRN595DA	00006585	Land Boundary Surveyor III	5/1/2016	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DB	00006749	Auditor IV	1/3/2019	C	O'ahu	Y	N	B	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00006766	Right Of Way Agent IV	6/29/2019	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN501DC	00006812	Equipment Operator III	8/1/2017	C	O'ahu	Y	N	B	NR	N/A		Reduced funds for HWY-O position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00007029	Truck Driver Laborer	9/1/2017	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00007489	Historic Resources Specialist	5/7/2013	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019; Reduced for LA IV, PN 10161 (authorized by ACT 088/SLH 2021)
TRN	Hwys Div	TRN595DA	00007603	Engineer IV	5/16/2019	C	O'ahu	Y	Y	C	O	9/7/2022		Wikiwiki recruitment; Recruiting lvls I - IV
TRN	Hwys Div	TRN595DA	00007845	Land Surveyor I	10/1/2019	C	O'ahu	Y	Y	C	O	9/27/2019		Division is attempting to utilize Flex Hiring to fill position
TRN	Hwys Div	TRN595DA	00007921	Office Assistant III	8/13/2018	C	Maui	Y	Y	B	NR	N/A		Reduced funds for HWY-M position (50%) and HWY Admin position (50%), authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00008734	Engineer IV	10/16/2019	C	O'ahu	Y	Y	C	O	12/4/2020		Wikiwiki recruitment; Recruiting lvls I - IV
TRN	Hwys Div	TRN595DA	00009602	Abstractor VII	12/31/2016	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00010093	Engineering Technician VI	5/25/2019	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00010155	Office Assistant IV	2/19/2019	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019; Reduced for HCI IV, PN 992101 (authorized by ACT 088/SLH 2021)
TRN	Hwys Div	TRN595DA	00010188	Drafting Technician VI	6/29/2019	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00010574	Land Boundary Surveyor I	3/18/2017	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hrbrs Div	TRN331CF	00010588	Marine Cargo Specialist I	3/1/2020	C	Maui	Y	Y	B	O	10/08/2022		No applicants, difficult to recruit because there is no entry level trainee level. Developing special project pursuant to HRS 76-16 to create new class with trainee entry levels to recruit applicants and enable the employee to progress through a career path to independent worker level at Harbors statewide.
TRN	Hwys Div	TRN595DA	00010707	Research Statistician IV	6/29/2019	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN501DC	00010752	General Laborer I	1/3/2018	C	O'ahu	Y	N	B	NR	N/A		Reduced funds for HWY-O position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00010827	Abstractor VI	6/29/2019	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00011256	Office Assistant III	12/18/2017	C	Kaua'i	Y	Y	B	O	6/8/2018		Recruitment on temp hold pending reorg of District
TRN	Hwys Div	TRN595DA	00011437	Land Surveyor I	6/17/2019	C	Kaua'i	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019; Reduced for LS II, PN 8250 (authorized by ACT 088/SLH 2021)
TRN	Hwys Div	TRN595DA	00011788	Engineer IV	11/1/2018	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00011847	Planner V	9/28/2016	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DB	00012386	Research Statistician III	12/18/2017	C	O'ahu	Y	N	B	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Air Div	TRN102BC	00015042	Groundskeeper I	8/1/1991	C	O'ahu	Y	Y	B	NR			Held for Act 111
TRN	Hwys Div	TRN501DC	00015693	General Laborer I	8/31/2017	C	O'ahu	Y	N	B	NR	N/A		Reduced funds for HWY-O position, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN595DA	00016841	Office Assistant IV	6/29/2019	C	O'ahu	Y	N	C	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
TRN	StTrnsPlnOfc	TRN995AA	00019159	Planner VII	1/2/2014	C	O'ahu	Y	Y	B	NR			The Statewide Transportation Planning Office (STP) is in the process of regrouping/reorganizing segments, which includes position number 19159. The position will be redescribed to a Planner VI.
TRN	Hwys Div	TRN595DA	00022134	Engineer V	6/1/2020	C	O'ahu	Y	Y	C	O	7/5/2024		Wikiwiki recruitment; Recruiting lvs I - V
TRN	Air Div	TRN195BB	00022226	Contracts Assistant I	1/6/2020	C	O'ahu	Y	Y	B	I	9/3/2024		Redescribed to CA II eff 06/01/24
TRN	Air Div	TRN114BE	00022620	Airport Fire Lieutenant	4/1/2017	C	Hawai'i	Y	Y	B	NR			Redescribed to ARFF LT eff 07/01/24 Pending DHRD Approval
TRN	PpbMgt&AnlOf	TRN995AA	00027898	Program Evaluation Analyst VII	6/1/2016	C	O'ahu	Y	Y	B	NR			Position was abolished per Act 230, SLH 2024.
TRN	Hwys Div	TRN501DC	00032322	Engineering Technician V	6/1/2018	C	O'ahu	Y	Y	B	O	5/11/2018		Division exploring downgrading position
TRN	Pers Ofc	TRN995AA	00034965	Human Resources Spclt V	12/31/2017	C	O'ahu	Y	Y	B	NR			Position has recently been moved from the Office of Environmental Compliance (ENV) to the Personnel Office (PER) and been redescribed from Hazardous Materials Spclt to HRS V.
TRN	Hrbrs Div	TRN395CB	00037198	Information Specialist III	2/18/2020	C	O'ahu	Y	Y	B	I	08/09/2024	08/08/2024	Harbors reorganized and reclassified the Information Specialist III to a Human Resources Specialist IV calendar year 2023, completed in calendar year and being recruitment during FY2025.
TRN	Pers Ofc	TRN995AA	00037743	Human Resources Assistant V	12/31/2019	C	O'ahu	Y	Y	B	O	8/11/2023		Position has been moved from the Computer Systems and Services Office (CSS) to PER and been redescribed from a Computer Operator II to HRA V. Position was redescribed, recruitment at DHRD
TRN	Hwys Div	TRN501DC	00037762	Bridge Maintenance Worker I	2/1/2016	C	O'ahu	Y	N	B	NR	N/A		Reduced funds for HWY-O position, authorized by ACT 005/SLH 2019; Reduced for BMW I, PN 22792 (authorized by ACT 088/SLH 2021)
TRN	Air Div	TRN102BC	00041683	Building Const Inspector II		C	O'ahu	Y	Y	B	O	04/16/2024		Pending Interviews
TRN	Air Div	TRN102BC	00041945	Visitor Inf Prgm Asst I	7/1/2017	C	O'ahu	Y	Y	B	NR			Pending Redescription
TRN	Hwys Div	TRN597AB	00042763	Motor Carrier Safety Offcr III	7/1/2019	C	O'ahu	Y	Y	B	O	9/27/2019		Recruiting lvs I - III
TRN	Hwys Div	TRN597AB	00042776	Motor Carrier Safety Offcr III	8/20/2019	C	O'ahu	Y	Y	B	O	9/27/2019		Recruiting lvs I - III
TRN	Hwys Div	TRN511DD	00044266	General Laborer I	12/4/2018	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds position for HWY Admin, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00044269	Truck Driver Laborer	11/16/2018	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00045870	Engineer IV	12/15/2018	C	Hawai'i	Y	Y	B	O	3/4/2022		Wikiwiki recruitment; Recruiting lvs I - V
TRN	Air Div	TRN195BB	00046106	Information Technology Band B	2/18/2020	C	O'ahu	Y	Y	B	NR			Pending Redescription to Security Ut
TRN	Air Div	TRN102BC	00046715	Automated Sysys Equipment Tec	9/1/2019	C	O'ahu	Y	Y	B	O	09/20/2019		Selection Made - Pending Approval
TRN	Hwys Div	TRN511DD	00047363	General Laborer I	1/17/2019	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN531DF	00047367	General Laborer II	1/23/2019	C	Maui	Y	N	B	NR	N/A		Reduced funds for HWY-M, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN511DD	00047370	Equipment Operator I	9/13/2016	C	Hawai'i	Y	N	B	NR	N/A		Reduced funds for HWY-H, authorized by ACT 005/SLH 2019
TRN	Hwys Div	TRN501DC	00048246	Tunnel Maintenance Tech III	11/1/2018	C	O'ahu	Y	Y	B	O	1/10/2020		Division updating MQ to better reflect equipment used by position
TRN	Hwys Div	TRN595DB	00048884	Transportation Sysyms Optr II	6/1/2017	C	O'ahu	Y	N	B	NR	N/A		Reduced funds for HWY Admin position, authorized by ACT 005/SLH 2019
TRN	Air Div	TRN195BB	00049694	Contracts Assistant I	12/31/2019	C	O'ahu	Y	Y	B	NR			Program Hold / Pending Redescription
TRN	Hwys Div	TRN501DC	00049772	Automated Sysys Equip Tech I	12/31/2019	C	O'ahu	Y	Y	B	O	10/31/2022		MQ updated June 2024 to better recruit external applicants
TRN	Hwys Div	TRN501DC	00049775	Automated Sysys Equip Tech I	12/31/2019	C	O'ahu	Y	Y	B	O	10/31/2022		MQ updated June 2024 to better recruit external applicants
TRN	Ofc of Dir	TRN995AA	00112475	Planner VI	3/31/2010	C	O'ahu	Y	Y	B	NR			Rail Transit Safety (RTS) Office Reorganization; requires adequate staffing levels to comply with Federal mandated rules and regulations regarding safety of fixed guideway public transportation; position was redescribed, pending recruitment
TRN	Hwys Div	TRN595DB	00118346	Engineer V	7/18/2009	C	O'ahu	Y	Y	N	NR	N/A		Temporary position NTE 6/30/19

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
TRN	Hrbrs Div	TRN395CB	00120638	Planner V	9/11/2019	C	O'ahu	Y	Y	B	NR			Deferred recruitment pending outcome of the Honolulu Harbor 2050 Master Plan which was completed in December 2022. With recent focus on rebuilding the harbor for resiliency to address sea level rise, Harbors is re-prioritizing it's Statewide modernization program needs after the completion of Kapalama Container Terminal during calendar year 2025. Harbors is proceeding with land acquisitions, gathering topographical data information to create a digital twin of its harbors, and reviewing impact of the flow of cargo when rebuilding its harbors.
TRN	Hrbrs Div	TRN395CB	00120640	Engineer V	1/30/2014	C	O'ahu	Y	Y	B	NR			Deferred recruitment pending outcome of the Honolulu Harbor 2050 Master Plan which was completed in December 2022. With recent focus on rebuilding the harbor for resiliency to address sea level rise, Harbors is re-prioritizing it's Statewide modernization program needs after the completion of Kapalama Container Terminal during calendar year 2025. Harbors is proceeding with land acquisitions, gathering topographical data information to create a digital twin of its harbors, and reviewing impact of the flow of cargo when rebuilding its harbors.
TRN	Hrbrs Div	TRN395CB	00120643	Engineer IV	7/3/2017	C	O'ahu	Y	Y	B	NR			With recent focus on rebuilding the harbor for resiliency to address sea level rise, Harbors is proceeding with land acquisitions, gathering topographical data information to create a digital twin of its harbors, and reviewing impact of the flow of cargo when rebuilding its harbors. Deferred recruitment pending evaluation of projects needs and timing in addressing sea level rise in a constrained project budgets.
TRN	Ofc of Dir	TRN995AA	00121491	Environmental Compl Offcr	1/5/2019	C	O'ahu	Y	Y	B	NR			Currently, classification of EMCP positions is with the Department of Human Resource Development (DHRD). To be reclassified as Environmental and Emergency Management.
TRN	Air Div	TRN195BB	00121786	Property Manager IV	3/3/2020	C	Maui	Y	Y	B	O	10/26/2023		Program willing to downgrade to Lvl III
TRN	Air Div	TRN195BB	00121898	Environmental Health Spclt V	12/10/2018	C	O'ahu	Y	Y	B	O	06/21/2024		08/30/24 - Candidate declined job offer; Redescribed to EHS V eff 12/01/2022
TRN	Air Div	TRN114BE	00122598	Airport Firefighter	5/1/2019	C	Hawai'i	Y	Y	B	NR			Redescribed to ARFF FF eff 07/01/24 Pending DHRD Approval
TRN	Hwys Div	TRN595DB	00122650	Engineer V		C	O'ahu	Y	Y	B	O	12/31/2019	5/1/2018	Wikiwiki recruitment; Recruiting lvs I - V
UOH	C OF TA & HR		0000419	Equipment Operator III	5/1/2020	C	O'ahu	Y		N	NR		2/21/1998	College used the A counts to clean up N Count
UOH	KAPIOLANI CC		0021334	Administrative Assistant III	4/2/2020	C	O'ahu	Y		A	NR		2/21/1998	Return Rights ended on April 1, 2024. Currently reviewing the PD.
UOH	C OF TA & HR		0024269	Agricultural Research Tech III	5/1/2020	C	O'ahu	Y		N	NR		2/21/1998	College used the A counts to clean up N Count
UOH	ACADEMIC AFF UHH		0025886	Administrative Assistant II	7/1/2017	C	Hawai'i	Y		B	NR		2/21/1998	No plans to fill
UOH	ADMIN AFF UHH		0051303	Cashier I	12/31/2019	C	Hawai'i	Y		W	NR		2/4/1998	No plans to fill
UOH	ADMIN AFF UHH		0051304	Janitor II	2/8/2016	C	Hawai'i	N		B	NR		2/20/1998	Temporary position; no plans to fill
UOH	ADMIN AFF UHH		0112496	Groundskeeper I	12/24/2007	C	Hawai'i	N		B	NR		10/22/2001	Temporary position; no plans to fill
UOH	ADMIN AFF UHH		0900042	Janitor II	8/1/2016	C	Hawai'i	N		B	NR		8/19/2002	Temporary position; no plans to fill
UOH	HAWAII CC		0900505	Office Assistant III	12/2/2019	C	Hawai'i	Y		A	NR		7/1/2008	Incumbent had return rights to position and resigned COB 5/31/2023 - 89 day appointment is needed to provide clerical coverage for the department while the position is being redescribed, with recruitment to follow.
UOH	STUDENT AFF V CHANCELLOR UHH		0900801	Registered Nurse III	10/14/2017	C	Hawai'i	N		B	NR		9/1/2017	

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)

Statewide Vacancies 4+ Years

As of 7/1/2024
Updated 11/1/2024

Dept	Division	Program ID	Position	Position Title	Vacant Date / NEH Vacant Date	Ex/CS	Island	Budgeted	Funded	MOF	Recruitment Status** (I, O, NR)	Date Recruitment Initiated	Date Position Established	Dept Comments
UOH	RES & DEAN OF GRAD DIV		0900875	Air Conditioning Mechanic I	11/8/2018	C	O'ahu	N		W	O	4/5/2024	4/26/2017	After the last incumbent resigned, it was decided that we do not need full time personal to perform the job. Therefore, we received a waiver to hire outside vendor. But now as the center is growing, we need a full time employee so we started the recruitment again. Status - Interviewing
UOH	COL OF AG, FOREST&NAT RES MGMT		0900881	Equipment Operator I		C	Hawai'i	N		B	NR		8/30/2017	Temporary position established for the purpose of temporary assignment when the Building & Grounds Custodian may need to operate heavy equipment. Dept considering recruitment pending availability of funding.
UOH	KAPIOLANI CC		900902	Office Assistant III	1/19/2019	C	O'ahu	N		B	NR		7/26/2018	Currently reviewing the PD and may reorganize this position.
UOH	C OF A&S UHH		0900945	Office Assistant III		C	Hawai'i	N		B	NR		2/18/2020	Temporary position; no plans to fill
UOH	ADMINISTRATION		0900969	Painter II		C	O'ahu	N		B	NR		2/18/2020	Temporary position; no plans to fill

**Recruitment Status (I=Internal Recruitment; O=Open Recruitment; NR=Not recruiting)