
HOUSE CONCURRENT RESOLUTION

REQUESTING THE ESTABLISHMENT OF A JOINT GOVERNMENT AND PRIVATE
SECTOR HUMAN RESOURCES TASK FORCE TO STUDY THE
SIMPLIFICATION OF JOB CLASSIFICATIONS WITHIN STATE
GOVERNMENT AND THE STREAMLINING OF OPERATIONS BETWEEN THE
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT AND LINE
DEPARTMENTS.

1 WHEREAS, House Concurrent Resolution No. 76, S.D. 1, 2009,
2 established a Task Force on Reinventing Government to examine
3 the current operations and organization of state government and
4 make recommendations on making state government more efficient;
5 and

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7 WHEREAS, the Task Force on Reinventing Government organized
8 a Human Resources Subcommittee (Subcommittee) to examine issues
9 germane to the efficiency of operations with the Department of
10 Human Resources Development (Department); and

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12 WHEREAS, among the recommendations of the Subcommittee was
13 the recommendation to simplify the job classification system and
14 clear up redundancy in operations between the Department and
15 line departments; and

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17 WHEREAS, currently there is one thousand seven hundred job
18 classifications within the government of the State of Hawaii;
19 and

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21 WHEREAS, an excessive number of job classifications has led
22 to some confusion and inefficiencies in the operation of the
23 Department; and

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25 WHEREAS, a reduction in the number of job classifications
26 would help government agencies manage job positions better and
27 create more flexibility in implementing broad job
28 classifications for certain occupations; and

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1 WHEREAS, less job classifications within government would
2 enable the Department to streamline its operations and become
3 more efficient in its duties; and
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5 WHEREAS, the findings of the Subcommittee, as included in
6 the Report of the Task Force on Reinventing Government, stated:
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8 "The Subcommittee finds that existing
9 practice is inefficient and creates confusion
10 because roles and responsibilities of DHRD
11 [Department of Human Resources Development], as
12 the central agency, and personnel staff in the
13 line departments are not clearly defined.
14 Refinement of roles and responsibilities may lead
15 to adjustment of staffing levels in either the
16 central agency or line department staff, or both.
17 The central agency should take the lead in
18 determining the level of its authority, with the
19 administration communicating these roles clearly
20 to the line level. It is anticipated that the
21 level of authority will vary by department and by
22 function within departments, based upon the ideal
23 for that particular department. Due to the lack
24 of clear role definition, too often there is
25 inconsistency in policy application, and
26 communication between the central agency and line
27 departments is limited. This impacts the
28 consistency of policy application, as well as
29 compliance with collective bargaining
30 agreements."; and
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32 WHEREAS, a joint government and private sector Human
33 Resources Task Force to study the operations of the Department
34 and provide recommendations on improvements would help to make
35 State government more efficient; and
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37 WHEREAS, the level of compensation and job classifications
38 are not always accurate or consistent across a broad range of
39 job classifications; and
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41 WHEREAS, the Legislature believes that the Department
42 should simplify job classifications and streamline operations
43 and efficiencies with line departments; now, therefore,
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1 BE IT RESOLVED by the House of Representatives of the
2 Twenty-fifth Legislature of the State of Hawaii, Regular Session
3 of 2010, the Senate concurring, that the Department of Human
4 Resources Development establish a joint government and private
5 sector Human Resources Task Force (Task Force); and

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7 BE IT FURTHER RESOLVED that the Task Force is requested to:

- 8
9 (1) Study the simplification of the State's job
10 classification system and develop a more flexible job
11 classification system to allow government agencies
12 greater latitude in classifying job positions to
13 better enable vacant positions to be filled in
14 accordance with the vital needs of each job;
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16 (2) Determine whether the level of compensation across all
17 job classifications is appropriate and facilitates the
18 creation of a broad range or band of job
19 classifications;
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21 (3) Study the role and responsibilities of the Department
22 as a central agency and how its authority is utilized
23 with respect to the staff of line departments; and
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25 (4) Establish benchmarks that are based upon developing
26 best practices and that identify specific impediments
27 to reforming the civil service compensation management
28 system; and
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30 BE IT FURTHER RESOLVED that the Task Force provide
31 recommendations on how the Department can implement best
32 practice benchmarks and determine an appropriate and consistent
33 level of authority and policy application by department and by
34 function within each department; and
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36 BE IT FURTHER RESOLVED that the Task Force shall comprised
37 external and internal practitioners in state government who have
38 a broad historical and visionary knowledge of job evaluation
39 that is not limited to job position classifications; and
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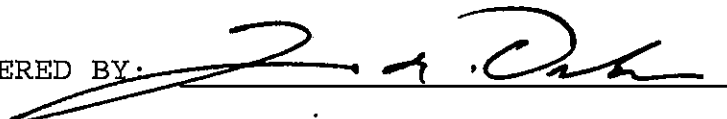
41 BE IT FURTHER RESOLVED that the Task Force submit its
42 recommendations and proposed legislation, if necessary, to the
43 Legislature no later than twenty days prior to the convening of
44 the 2011 Regular Session; and



H.C.R. NO. 194

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2 BE IT FURTHER RESOLVED that certified copies of this
3 Concurrent Resolution be transmitted to the Director of Human
4 Resources Department and the Chair of the Task Force on
5 Reinventing Government.
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OFFERED BY:

A handwritten signature in black ink, appearing to read "J. A. Osh", is written over a horizontal line.

MAR 08 2010

