

MAR 04 2010

SENATE 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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30 WHEREAS, less job classifications within government would
31 enable the Department to streamline its operations and become
32 more efficient in its duties; and



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



1 joint government and private sector Human Resources Task Force
2 (Task Force); and

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

- 5
6 (1) Study the simplification of the State's job
7 classification system and develop a more flexible job
8 classification system to allow government agencies
9 greater latitude in classifying job positions to
10 better enable vacant positions to be filled in
11 accordance with the vital needs of each job;
12
13 (2) Determine whether the level of compensation across all
14 job classifications is appropriate and facilitates the
15 creation of a broad range or band of job
16 classifications;
17
18 (3) Study the role and responsibilities of the Department
19 as a central agency and how its authority is utilized
20 with respect to the staff of line departments; and
21
22 (4) Establish benchmarks that are based upon developing
23 best practices and that identify specific impediments
24 to reforming the civil service compensation management
25 system; and

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27 BE IT FURTHER RESOLVED that the Task Force provide
28 recommendations on how the Department can implement best
29 practice benchmarks and determine an appropriate and consistent
30 level of authority and policy application by department and by
31 function within each department; and

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33 BE IT FURTHER RESOLVED that the Task Force shall comprised
34 external and internal practitioners in state government who have
35 a broad historical and visionary knowledge of job evaluation
36 that is not limited to job position classifications; and

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38 BE IT FURTHER RESOLVED that the Task Force submit its
39 recommendations and proposed legislation, if necessary, to the
40 Legislature no later than twenty days prior to the convening of
41 the 2011 Regular Session; and

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43 BE IT FURTHER RESOLVED that certified copies of this
44 Resolution be transmitted to the Director of Human Resources



1 Department and the Chair of the Task Force on Reinventing
2 Government.

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OFFERED BY:

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