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# A BILL FOR AN ACT

RELATING TO PUBLIC EMPLOYEES.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. Chapter 78, Hawaii Revised Statutes, is amended  
2 by adding a new part to be appropriately designated and to read  
3 as follows:

4                           **"PART . OFFICE OF TALENT MANAGEMENT**

5           **§78- Definitions.** For purposes of this part, unless  
6 the context clearly requires otherwise:

7           "Administrator" means the talent management administrator.

8           "Department" means the department of human resources  
9 development.

10           "Director" means the director of human resources  
11 development or the director's designee.

12           "Office" means the office of talent management in the  
13 department of human resources development.

14           "State agency" means any department enumerated in section  
15 26-4 except the University of Hawaii.

16           **§78- Administration.** The department shall be  
17 responsible for the administration of this part. The director  
18 may delegate to any person within the department the power and



1 authority vested in this chapter as the director deems  
2 reasonable and proper for the effective administration of this  
3 part; provided that the director shall not delegate the power to  
4 adopt rules.

5           **§78- Office of talent management established; staff.**

6 There is established within the department the office of talent  
7 management. The head of the office shall be known as the talent  
8 management administrator. The administrator shall be appointed  
9 by the director without regard to chapters 76 and 89 and shall  
10 be compensated at a salary level set by the director. The  
11 administrator shall be included in any benefit program generally  
12 applicable to the officers and employees of the State. The  
13 administrator may hire staff, as necessary, pursuant to chapters  
14 76 and 89.

15           **§78- General functions; powers and duties.** The office  
16 of talent management shall be responsible for designing and  
17 facilitating state initiatives in the areas of talent  
18 administration, professional development, performance  
19 management, and leadership enterprise. In order to carry out  
20 these responsibilities, the office may:



- 1 (1) Consult with state agencies to develop and implement  
2 standards and tools necessary to assess individual and  
3 organizational productivity and performance;
- 4 (2) Conduct comprehensive needs assessments in  
5 collaboration with state agencies to evaluate  
6 competencies required for successful job performance  
7 and to sustain a high performing workforce;
- 8 (3) Identify, develop, conduct, and coordinate learning  
9 and development plans and programs to provide  
10 instruction and training necessary to improve  
11 individual job performance and furnish state agencies  
12 with a high performing workforce;
- 13 (4) Assist state agencies in developing targeted results  
14 to assess whether organizational goals and objectives  
15 are being achieved;
- 16 (5) Adopt rules in accordance with chapter 91, procedures,  
17 instructions, and forms as are necessary to carry out  
18 the functions, powers, and duties of the office; and
- 19 (6) Perform other duties as may be necessary to fulfill  
20 the office's responsibilities.

21 **§78- Cooperation from state agencies.** (a) The  
22 administrator may request, and shall be entitled to receive from



1 any state agency, such assistance, services, facilities, and  
2 data as the administrator deems necessary to carry out the  
3 duties of the office.

4 (b) Each state agency shall cooperate with the office by  
5 designating a staff person to coordinate the agency's efforts to  
6 comply with this part."

7 SECTION 2. Chapter 78, Hawaii Revised Statutes, is amended  
8 by designating sections 78-1 to 78-52, Hawaii Revised Statutes,  
9 as:

10 "PART I. GENERAL PROVISIONS"

11 SECTION 3. There is appropriated out of the general  
12 revenues of the State of Hawaii the sum of \$ or so much  
13 thereof as may be necessary for fiscal year 2013-2014 and the  
14 same sum or so much thereof as may be necessary for fiscal year  
15 2014-2015 for the establishment of the office of talent  
16 management.

17 The sums appropriated shall be expended by the department  
18 of human resources development for the purposes of this Act.

19 SECTION 4. New statutory material is underscored.

20 SECTION 5. This Act shall take effect on July 1, 2030.



**Report Title:**

Office of Talent Management; Human Resources

**Description:**

Establishes the office of talent management within DHRD to design and facilitate state initiatives in the areas of talent administration, professional development, performance management, and leadership enterprise. Authorizes the talent management administrator to receive from any state agency, such assistance, services, facilities, and data the administrator deems necessary to carry out the duties of the office.

Effective 7/1/2030. (HD1)

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