
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, the administrator deems necessary to carry out the duties
3 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 upon its approval;



1 provided that section 3 shall take effect on July 1, 2013.

2

INTRODUCED BY:

[Signature]

Cindy Evans

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

JAN 18 2013



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.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

