
A BILL FOR AN ACT

RELATING TO HIRING.

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

1 SECTION 1. The legislature finds that the state workforce
2 is aging. The pace of retirements in many departments is
3 exceeding the State's ability to hire new personnel. Efforts to
4 streamline the recruiting and certification process within the
5 department of human resources development have made progress but
6 cannot keep pace with the current and projected increases in
7 retirements.

8 The purpose of this Act is to create a three-year
9 reclassification and recruitment pilot program to allow the
10 State to efficiently fill vacant positions through an active
11 recruitment and placement process for hard-to-fill vacancies.
12 The legislature finds that the needs of the state workforce have
13 far out-paced the State's ability to adequately create and fill
14 these positions. The pilot program will focus on positions that
15 are the subject of ongoing recruitment and will be limited to
16 positions where the stated minimum qualifications include a



1 higher education degree or require an expertise that makes the
2 position difficult to fill.

3 SECTION 2. (a) There is established within the department
4 of human resources development a three-year reclassification and
5 recruitment pilot program to expedite the recruitment and hiring
6 process for positions that require a higher education degree or
7 other expertise.

8 (b) Each department seeking to fill vacancies shall
9 prioritize vacancy needs and forward their priorities to the
10 director beginning July 1, 2016.

11 (c) The director will compile the list of statewide
12 requests and develop recruitment strategies to fill positions,
13 including working with individual offices and departments on
14 redrafting, reclassifying, and creating new position
15 descriptions that will increase the department's ability to meet
16 workforce demands.

17 (d) Each department that fills any vacancy pursuant to
18 this Act shall submit a report to the department of human
19 resources development listing the number and type of vacancies
20 filled. Each department that fills a vacancy other than through
21 this reclassification and recruitment pilot program shall



1 include in its report to the department of human resources
2 development the number and type of positions filled and why it
3 did not use the direct hire pilot program to fill those
4 positions. The department of human resources development shall
5 compile the reports and submit its findings and recommendations,
6 including any proposed legislation regarding the pilot program,
7 to the legislature no later than twenty days prior to the
8 convening of the regular session of 2017.

9 (e) The department of human resources development may hire
10 five full-time recruitment and reclassification specialists,
11 without regard to chapters 76 and 89, Hawaii Revised Statutes,
12 for the duration of the pilot program.

13 (f) As used in this section "director" means the director
14 of human resources development.

15 SECTION 3. There is appropriated out of the general
16 revenues of the State of Hawaii the sum of \$ or so much
17 thereof as may be necessary for fiscal year 2016-2017 for the
18 department of human resources development to hire five full-time
19 equivalent (5.0 FTE) recruitment and reclassification
20 specialists within the department.



1 The sum appropriated shall be expended by the department of
2 human resources development for the purposes of this Act.

3 SECTION 4. This Act shall take effect upon its approval;
4 provided that section 3 shall take effect on July 1, 2016.



Report Title:

Pilot Project to Fill Vacancies within State Departments;
Department of Human Resources Development; Appropriation

Description:

Creates a pilot program within the Department of Human Resources Development to expedite the recruitment and hiring process for vacancies within state departments. Makes an appropriation.
(HB1849 HD1)

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