
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 and the needs of the state workforce have far out-paced
3 the State's ability to adequately create and fill these
4 positions. The pace of retirements in many departments is
5 exceeding the State's ability to hire new personnel. Efforts to
6 streamline the recruiting and certification process within the
7 department of human resources development have made progress but
8 cannot keep pace with the current and projected increase in
9 retirements.

10 The purpose of this Act is to create a three-year
11 reclassification and recruitment pilot program to allow the
12 State to efficiently hire individuals for critical-to-fill and
13 labor shortage positions through an active recruitment and
14 placement process.

15 SECTION 2. (a) There is established within the department
16 of human resources development a three-year reclassification and
17 recruitment pilot program to expedite the recruitment and hiring
18 process for critical-to-fill and labor shortage positions.



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

4 (c) The director shall compile the list of statewide
5 requests and develop recruitment strategies to fill positions,
6 including working with individual offices and departments on
7 redrafting, reclassifying, and creating new position
8 descriptions that will increase the department's ability to meet
9 workforce demands.

10 (d) Each department that fills any vacancy pursuant to
11 this Act shall submit a report to the department of human
12 resources development listing the number and type of vacancies
13 filled. Each department that fills a vacancy other than through
14 the reclassification and recruitment pilot program shall include
15 in its report to the department of human resources development
16 the number and type of positions filled and why it did not use
17 the direct hire pilot program to fill those positions. The
18 department of human resources development shall compile the
19 reports and submit its findings and recommendations, including
20 any proposed legislation regarding the pilot program, to the



1 legislature no later than twenty days prior to the convening of
2 the regular session of 2017.

3 (e) The department of human resources development may hire
4 full-time recruitment and reclassification
5 specialists, without regard to chapters 76 and 89, Hawaii
6 Revised Statutes, for the duration of the pilot program.

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

9 SECTION 3. There is appropriated out of the general
10 revenues of the State of Hawaii the sum of \$ or so much
11 thereof as may be necessary for fiscal year 2016-2017 for the
12 department of human resources development to hire
13 full-time equivalent (FTE) recruitment and reclassification
14 specialists within the department.

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

17 SECTION 4. This Act shall take effect on January 7, 2059.



Report Title:

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

Description:

Creates a three-year reclassification and recruitment pilot program within the Department of Human Resources Development to expedite the recruitment and hiring process for critical-to-fill and labor shortage positions. Makes an appropriation. Effective January 7, 2059. (SD1)

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