
A BILL FOR AN ACT

RELATING TO STATE EMPLOYEES.

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

1 SECTION 1. Chapter 76, part I, Hawaii Revised Statutes, is
2 amended by adding a new section to be appropriately designated
3 and to read as follows:

4 "§76- Maximum percentage of civil service exempt
5 positions; executive branch. (a) The number of executive
6 branch employees exempt from the civil service laws of this
7 chapter shall not exceed five per cent of the total number of
8 executive branch employees.

9 (b) If, according to three consecutive annual reports
10 submitted by the director of human resources development
11 pursuant to section 76-1.5, the percentage of executive branch
12 employees exempt from civil service laws, as reported pursuant
13 to section 76-1.5(a)(4), exceeds the percentage established in
14 subsection (a), each director of a principal department with
15 more than ten employees exempt from civil service laws, shall
16 take action, including submitting proposed legislation, if
17 necessary, to remove the civil service exemptions of employees



1 of at least per cent of the employees in that department;
2 provided that this subsection shall not apply to the chairperson
3 of the board of education and the president of the University of
4 Hawaii.

5 For purposes of this section, "executive branch employees"
6 shall mean only those employees within the personnel system
7 administered by the department of human resources development
8 and shall not include employees of the department of education,
9 the University of Hawaii, the Hawaii health systems corporation,
10 and public charter schools, unless an employee is also within
11 the personnel system administered by the department of human
12 resources development due to other employment."

13 SECTION 2. Section 76-1.5, Hawaii Revised Statutes, is
14 amended by amending subsection (a) to read as follows:

15 "(a) The director of human resources development shall
16 compile a profile on the workforce of the executive branch of
17 the State that shall include:

18 (1) Demographic data on the entire executive branch
19 workforce covering both civil service employees hired
20 through recruitment procedures based on merit and
21 employees exempt from such procedures;



- 1 (2) Breakouts of the data required by paragraph (1) for
2 the systems administered by the department of human
3 resources development, the board of education, the
4 University of Hawaii board of regents, and the Hawaii
5 health systems corporation, respectively; [~~and~~]
- 6 (3) Information on the number of employees who are
7 currently eligible for retirement and projected
8 retirements for the succeeding five years[~~-~~]; and
- 9 (4) The number of employees within the personnel system
10 administered by the department of human resources in
11 the previous fiscal year that were exempt from civil
12 service and the percentage of the total number of
13 employees within the personnel system administered by
14 the department of human resources that were exempt
15 from civil service. For purposes of this paragraph,
16 employees within the personnel system administered by
17 the department of human resources shall not include
18 employees of:
- 19 (A) The department of education;
20 (B) The University of Hawaii;
21 (C) Any public charter school; and



1 (D) The Hawaii health systems corporation."

2 SECTION 3. Statutory material to be repealed is bracketed
3 and stricken. New statutory material is underscored.

4 SECTION 4. This Act shall take effect upon its approval.

5

INTRODUCED BY:



Karl N. Broad


JAN 26 2016



H.B. NO. 2477

Report Title:

Maximum Percentage of Civil Service Employees; Executive Branch

Description:

Requires that not more than five per cent of the employees of the executive branch be exempt from civil service. Requires DHRD to report on the number of executive branch employees that are exempt from civil service. Requires departments to reduce the number of civil service exempt employees if the percentage of civil service exempt employees exceeds the specified percentage. Excludes DOE, UH, HHSC, and charter school employees.

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