

JAN 22 2016

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 direct
9 hire pilot program to determine if the State is able to more
10 efficiently fill vacant positions through a streamlined
11 recruitment and certification process for specified employees.
12 The legislature finds that departments already direct hire
13 exempt positions, should continue to follow the same internal
14 procedures they currently use for filling vacant exempt
15 positions, and should apply those procedures to the civil
16 service vacant positions being filled through this pilot
17 program. The pilot program will be limited to positions where



1 the stated minimum qualifications include a degree in higher
2 education, in order to ease the burden on the departments of
3 certifying if applicants are qualified, and the pilot program
4 shall ensure there are clear and objective criteria that each
5 department must follow.

6 SECTION 2. (a) There is established a three-year direct
7 hire pilot program to streamline the recruitment and hiring
8 process of positions that require a higher education degree.
9 Departments seeking to fill vacancies shall have the authority
10 to move ahead with direct hiring no later than July 1, 2016.
11 Notwithstanding chapter 76, Hawaii Revised Statutes, and any
12 other law to the contrary, the pilot project shall enable
13 departments seeking to fill any vacancy where the minimum
14 qualifications include a higher education degree to recruit,
15 certify, and interview applicants without the services of the
16 department of human resources development.

17 (b) A department seeking to fill a vacancy shall request a
18 list of qualified persons from the department of human resources
19 development and consider such applicants, but may concurrently
20 move forward with its internal efforts to recruit applicants for
21 such positions. If the department of human resources



1 development is unable to deliver a list of qualified applicants
2 within five days of the request, the department seeking to fill
3 a vacancy may complete recruitment and hiring without the
4 department of human resources development's services.

5 (c) Each department that fills any vacancy pursuant to
6 this Act shall submit a report listing the number and type of
7 vacancies filled. Each department that does not fill a vacancy
8 through this direct hire pilot program shall include in its
9 report to the department of human resources development the
10 number and type of positions filled and why it did not use the
11 direct hire pilot program to fill those positions. The
12 department of human resources development shall compile the
13 reports and submit its findings and recommendations, including
14 any proposed legislation regarding the pilot program, to the
15 legislature no later than twenty days prior to the convening of
16 the regular session of 2017.

17 SECTION 3. There is appropriated out of the general
18 revenues of the State of Hawaii the sum of \$ or so
19 much thereof as may be necessary for fiscal year 2016-2017 for
20 administration of the pilot project pursuant to this Act.



S.B. NO. 2362

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.

5

INTRODUCED BY:







S.B. NO. 2362

Report Title:

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

Description:

Creates a pilot program to streamline the recruitment and hiring process for vacancies within state departments. Makes an appropriation.

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