
HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO
CONVENE A TASK FORCE TO EXAMINE WHETHER REFORMS ARE NEEDED
FOR THE STATE CIVIL SERVICE SYSTEM.

1 WHEREAS, every day approximately 10,000 baby boomers born
2 between 1946 and 1964 are expected to reach the retirement age
3 of 65; and
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5 WHEREAS, in a report titled "Hawaii's Workforce" dated
6 December 2010, the Department of Business, Economic Development
7 & Tourism (DBEDT) warned that the government sector should be
8 concerned over the anticipated labor shortage caused by baby
9 boomer retirements; and
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11 WHEREAS, DBEDT also reported that the older workers
12 outweighed the young workers (age 18-44) two-to-one in the
13 education and government sectors and that these two sectors
14 should be concerned over the anticipated labor shortage over the
15 next 20 years; and
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17 WHEREAS, in the "State of Hawaii Executive Branch Workforce
18 Profile" submitted by the Department of Human Resources
19 Development (DHRD) dated December 2015, it was reported that the
20 Executive Branch had 49,265 civil service and exempt employees
21 as of June 30, 2015; and
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23 WHEREAS, DHRD also reported that 28.16 percent of the
24 executive branch workforce will be eligible to retire by June
25 30, 2020, which is about 13,875 employees; and
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27 WHEREAS, as more baby boomers retire, the State and
28 counties will lose many workers with special talents,
29 experience, and skills; and



1 WHEREAS, the State and counties, as well as other
2 industries, will need to plan ahead for higher replacement
3 needs, which means that workers will be moving up faster in the
4 organization and holding positions with less experience; and
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6 WHEREAS, in light of a more competitive recruiting
7 environment, public employers will need to figure out how to
8 attract new workers to government jobs and motivate them to stay
9 in the government sector; and
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11 WHEREAS, the Legislature finds that the State Civil Service
12 System may need to be reformed to ensure that the State and
13 county governments have the ability to continue to operate and
14 provide necessary governmental services effectively and
15 efficiently as more baby boomers retire; now, therefore,
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17 BE IT RESOLVED by the House of Representatives of the
18 Twenty-ninth Legislature of the State of Hawaii, Regular Session
19 of 2017, the Senate concurring, that the Department of Human
20 Resources Development is requested to convene a civil service
21 reform task force (Task Force) to examine whether reforms are
22 needed for the State Civil Service System; and
23

24 BE IT FURTHER RESOLVED that the Director of Human Resources
25 Development is requested to convene and serve as the Chairperson
26 of the Task Force, which shall include the following members:
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- 28 (1) A representative from the Department of Education's
29 Office of Human Resources;
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- 31 (2) A representative from the University of Hawaii
32 System's Office of Human Resources;
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- 34 (3) A representative from the Hawaii Health Systems
35 Corporation's Office of Human Resources;
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- 37 (4) The Director of the Department of Human Resources,
38 City and County of Honolulu, or the Director's
39 designated representative;



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- 1 (5) The Director of the Department of Human Resources,
2 Kauai County, or the Director's designated
3 representative;
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- 5 (6) The Director of the Department of Human Resources,
6 Hawaii County, or the Director's designated
7 representative;
- 8
- 9 (7) The Director of Personnel Services, Maui County, or
10 the Director's designated representative;
- 11
- 12 (8) The Chief Negotiator of the Office of Collective
13 Bargaining and Managed Competition, or the Chief
14 Negotiator's designated representative; and
- 15
- 16 (9) Two members representing the various public sector
17 employee labor organizations; and
- 18

19 BE IT FURTHER RESOLVED that the Task Force is requested to
20 consider whether civil service reforms are needed to address an
21 aging government workforce in Hawaii, including but not limited
22 to:

- 23
- 24 (1) How the recruiting and hiring process of the State and
25 counties can be improved and streamlined to attract
26 and retain younger workers;
- 27
- 28 (2) Whether civil service exams should be replaced with a
29 resume-based system for merit hiring to better assess
30 a candidate's qualifications;
- 31
- 32 (3) Whether job classifications and descriptions
33 accurately reflect the knowledge, skills, and ability
34 to do the specific job, and if not, how these
35 classifications should be revised;
- 36
- 37 (4) What can be done to ensure that new employees are
38 sufficiently trained to replace retiring baby boomers;
39 and



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1 (5) Whether new technologies, such as the IBM Watson
 2 technology platform, which can assist the public
 3 sector in quickly extracting key information from
 4 large amounts of data, should be used by the public
 5 sector in the recruiting and training of new
 6 employees; and
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8 BE IT FURTHER RESOLVED that the Task Force examine civil
 9 service reforms in other states, such as California,
 10 Pennsylvania, Georgia, and Indiana; and
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12 BE IT FURTHER RESOLVED that no member of the Task Force
 13 shall be made subject to chapter 84, Hawaii Revised Statutes,
 14 solely because of that member's participation as a member of the
 15 Task Force; and
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17 BE IT FURTHER RESOLVED that the Legislative Reference
 18 Bureau is requested to provide any necessary administrative,
 19 professional, clerical, and research support to the Task Force;
 20 and
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22 BE IT FURTHER RESOLVED that the Legislative Reference
 23 Bureau is requested to provide a report of the Task Force's
 24 findings and recommendations, including any proposed
 25 legislation, to the Legislature no later than 20 days prior to
 26 the convening of the Regular Session of 2018; and
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28 BE IT FURTHER RESOLVED that certified copies of this
 29 Concurrent Resolution be transmitted to the Governor, Director
 30 of Human Resources Development, Superintendent of Education,
 31 President of the University of Hawaii, Chief Executive Officer
 32 of the Hawaii Health Systems Corporation, the Directors of Human
 33 Resources for the Counties of Hawaii, Kauai, and the City and
 34 County of Honolulu, Director of Personnel Services of Maui
 35 County, Chief Negotiator of the Office of Collective Bargaining
 36 and Managed Competition, and Director of the Legislative
 37 Reference Bureau.
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OFFERED BY:

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K. S.



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