

JAN 30 2018

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## SENATE RESOLUTION

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REQUESTING THE ESTABLISHMENT OF A WORKING GROUP TO IDENTIFY  
BARRIERS TO IMPROVING THE STATE'S HIRING PROCESSES.

1 WHEREAS, Hawaii's unemployment rate is two percent, the  
2 lowest in the nation; and  
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4 WHEREAS, due to the low unemployment rate in Hawaii,  
5 executive agencies are experiencing difficulties attracting  
6 qualified applicants and retaining experienced employees; and  
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8 WHEREAS, the shortage of employees is particularly  
9 significant at the mid-management level due to numerous  
10 retirements; and  
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12 WHEREAS, requiring executive agencies to follow the various  
13 procedures required by the Department of Human Resources  
14 Development to inform the public of state job opportunities has  
15 hindered their ability to quickly fill vacant positions; now,  
16 therefore,  
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18 BE IT RESOLVED by the Senate of the Twenty-ninth  
19 Legislature of the State of Hawaii, Regular Session of 2018,  
20 that the Director of Finance is requested to establish a working  
21 group to identify barriers to improving the State's hiring  
22 processes; and  
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24 BE IT FURTHER RESOLVED that the working group shall  
25 comprise the following members:  
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- 27 (1) The Director of Finance who shall serve as chair;
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- 29 (2) The Director of Human Resources Development;
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- 31 (3) The Superintendent of Education;
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- 33 (4) The President of the University of Hawaii; and
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- 35 (5) The Director of Labor and Industrial Relations; and  
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# S.R. NO. 12

1 BE IT FURTHER RESOLVED that the Director of Finance shall  
2 invite individuals representing the following organizations to  
3 become members of the working group:

4  
5 (1) Society for Human Resource Management Hawaii Chapter;  
6 and

7  
8 (2) Hawaii Government Employees Association; and  
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10 BE IT FURTHER RESOLVED that the working group is also  
11 requested to analyze:

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13 (1) Whether combining the Department of Human Resources  
14 Development with the Department of Budget and Finance  
15 would improve the State's hiring processes and produce  
16 cost savings; and

17  
18 (2) The feasibility of authorizing any executive agency to  
19 proceed with direct hiring for any positions; and  
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21 BE IT FURTHER RESOLVED that the working group is requested  
22 to submit a report of its findings and recommendations,  
23 including any proposed legislation, to the Legislature no later  
24 than twenty days prior to the convening of the Regular Session  
25 of 2019; and  
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27 BE IT FURTHER RESOLVED that certified copies of this  
28 Resolution be transmitted to the Director of Finance; Director  
29 of Human Resources Development; Chairperson of the Board of  
30 Education; President of the University of Hawaii; Director of  
31 Labor and Industrial Relations; President of the Society for  
32 Human Resource Management Hawaii Chapter; and Executive Director  
33 of the Hawaii Government Employees Association.  
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35  
36

OFFERED BY:

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