



1 position that shall be designated as the chief recruitment  
2 officer within the department of human resources development.

3 SECTION 2. Section 26-5, Hawaii Revised Statutes, is  
4 amended to read as follows:

5 "§26-5 Department of human resources development. (a)

6 The department of human resources development shall be headed by  
7 a single executive to be known as the director of human  
8 resources development.

9 (b) The department shall administer the state human  
10 resources program, including human resources development and  
11 training, and central human resources services such as  
12 recruitment, examination, classification, pay administration,  
13 and payment of any claims as required under chapter 386.

14 (c) There shall be within the department of human  
15 resources development a board to be known as the merit appeals  
16 board which shall sit as an appellate body on matters set forth  
17 in section 76-14. The board shall consist of three members.

18 All members shall have knowledge of public employment laws and  
19 prior experience with public employment; provided that at least  
20 one member's experience was with an employee organization as a  
21 member or an employee of that organization and at least one



1 member's experience was with management. The governor shall  
2 consider the names of qualified individuals submitted by  
3 employee organizations or management before appointing the  
4 members of the board. The chairperson of the board shall be  
5 designated as specified in the rules of the board.

6 (d) The provisions of section 26-34 shall not apply and  
7 the board members shall be appointed by the governor for four-  
8 year terms and may be re-appointed without limitation; provided  
9 that the initial appointments shall be for staggered terms, as  
10 determined by the governor. The governor shall fill any vacancy  
11 by appointing a new member for a four-year term. The governor  
12 may remove for cause any member after due notice and public  
13 hearing.

14 (e) Nothing in this section shall be construed as in any  
15 manner affecting the civil service laws applicable to the  
16 several counties, the judiciary, or the Hawaii health systems  
17 corporation or its regional system boards, which shall remain  
18 the same as if this chapter had not been enacted.

19 (f) There is established within the department of human  
20 resources development an administrative assistant to the  
21 director of human resources development position exempt from



1 chapter 76. The administrative assistant to the director of  
2 human resources development shall be appointed by and report to  
3 the director of human resources development.

4 The administrative assistant to the director of human  
5 resources development shall:

6 (1) Facilitate and expedite the hiring and recruitment for  
7 civil service positions under the jurisdiction of the  
8 department of human resources development; and

9 (2) Have the authority to reclassify and abolish vacant  
10 positions within state departments and agencies that  
11 are under the jurisdiction of the department of human  
12 resources development, subject to the following  
13 conditions:

14 (A) Prior to reclassifying or abolishing any vacant  
15 position as provided under this paragraph, the  
16 administrative assistant to the director of human  
17 resources development shall submit a report to  
18 the legislature no later than twenty days prior  
19 to each regular session. The report shall  
20 include a list of vacant positions for  
21 reclassification or abolishment, identify the



1           agency each position is attached to, provide  
2           reasons for reclassifying or abolishing the  
3           position, and state the duration the position has  
4           been vacant; and

5           (B) The administrative assistant to the director of  
6           human resources development may reclassify or  
7           abolish any vacant position as provided under  
8           this paragraph no earlier than sixty days after  
9           the report has been submitted to the legislature  
10           as provided under this paragraph.

11           ~~(f)~~ (g) There is established in the state treasury the  
12 human resources development special fund, to be administered by  
13 the department of human resources development, which shall  
14 consist of: all revenues received by the department as a result  
15 of entrepreneurial efforts in securing new sources of funds not  
16 provided for in the department's budget for services rendered by  
17 the department, all revenues received by the department from the  
18 charging of participant fees for in-service training that are in  
19 addition to general fund appropriations in the department's  
20 budget for developing and operating in-service training  
21 programs, appropriations made by the legislature to the fund,



1 and moneys directed to the department from any other source,  
2 including gifts, grants, and awards.

3 Moneys in the human resources development special fund  
4 shall be used for the following purposes:

- 5 (1) Supporting the department's entrepreneurial  
6 initiatives, training activities, and programs;
- 7 (2) Administrative costs of the department's  
8 entrepreneurial initiatives, training activities, and  
9 programs; and
- 10 (3) Any other purpose deemed necessary by the director for  
11 the purpose of facilitating the department's  
12 entrepreneurial initiatives, training activities, and  
13 programs.

14 [~~g~~] (h) The department of human resources development  
15 shall submit, no later than twenty days prior to the convening  
16 of each regular session [~~+~~]of the legislature[~~+~~] beginning with  
17 the regular session of 2007, a report of the number of exempt  
18 positions that were converted to civil service positions during  
19 the previous twelve months. The report shall include but not be  
20 limited to:

- 21 (1) When the position was established;



- 1 (2) The purpose of the position;
- 2 (3) Rationale for the conversion; and
- 3 (4) How many exempt positions remain in each state
- 4 department after the conversions."

5 PART II

6 SECTION 3. The legislature finds that staff vacancies  
7 continue to plague the executive departments in carrying out  
8 their individual missions and functions. The department of  
9 human resources development is responsible for providing  
10 leadership and assistance to state departments to recruit and  
11 retain the best and brightest employees necessary to fill  
12 critical vacancies. The department of human resources  
13 development is currently working with other state departments in  
14 identifying solutions to problems in recruitment, which include  
15 streamlining the recruitment process; simplifying the class  
16 specifications, including minimum qualifications; and developing  
17 competitive salary programs. To find solutions for recruitment  
18 problems, the department of human resources development is  
19 proposing to establish a recruitment modernization program and  
20 has identified departments to test and implement solutions to  
21 the recruitment problems of the State.



1           The purpose of this part is to establish a recruitment  
2 modernization program within the department of human resources  
3 development that will further the purposes of section 78-3.5,  
4 Hawaii Revised Statutes, to address recruitment problems faced  
5 by the State's executive departments.

6           SECTION 4. There is established within the department of  
7 human resources development a recruitment modernization program  
8 that shall:

- 9           (1) Develop and evaluate innovative methods of  
10           compensation to be competitive in the current  
11           employment market;
- 12           (2) Identity and modify, as appropriate, position  
13           classifications that require updating;
- 14           (3) Develop innovative methods for recruitment, including  
15           the:
- 16           (A) Opening of intern positions that lead to  
17           employment;
- 18           (B) Customization of the department's recruitment  
19           software to expedite hiring; and
- 20           (C) Updating of the department's job announcement  
21           website; and





1 (4) Train and assist departmental human resources staff in  
2 meeting the staffing needs of their respective  
3 departments.

4 SECTION 5. The department of human resources development  
5 shall prepare a report on the recruitment modernization program,  
6 which shall include:

- 7 (1) Criteria for the evaluation of the program;
- 8 (2) Information on any improvement in executive  
9 departments' recruitment and hiring rates;
- 10 (3) Information on any innovative methods developed, and  
11 the results of implementing those methods; and
- 12 (4) Other findings and recommendations, including any  
13 proposed legislation, to address recruitment needs of  
14 state executive departments.

15 The department shall submit its report to the legislature  
16 no later than twenty days prior to the convening of the regular  
17 session of 2020.

18 SECTION 6. There is appropriated out of the general  
19 revenues of the State of Hawaii the sum of \$ or so much  
20 thereof as may be necessary for fiscal year 2019-2020 and the  
21 same sum or so much thereof as may be necessary for fiscal year



1 2020-2021 to establish the recruitment modernization program  
2 pursuant to section 4 of this Act and full-time  
3 equivalent ( FTE) positions to implement the recruitment  
4 modernization program.

5 The sums appropriated shall be expended by the department  
6 of human resources development for the purposes of this Act.

7 SECTION 7. Statutory material to be repealed is bracketed  
8 and stricken. New statutory material is underscored.

9 SECTION 8. This Act shall take effect on July 1, 2050.



**Report Title:**

DHRD; Employee Recruitment; Administrative Assistant to the Director of Human Resources Development; Position; Recruitment Modernization Program; Appropriation

**Description:**

Establishes, for the purpose of facilitating and expediting the hiring and recruitment for civil service positions, the Administrative Assistant to the Director of Human Resources Development position exempt from chapter 76, Hawaii Revised Statutes, within the Department of Human Resources Development. Establishes in the Department of Human Resources Development, a recruitment modernization program to address employee recruitment problems faced by the State's executive departments. Makes an appropriation to establish the program and positions to implement the program. Effective 7/1/2050. (SD2 PROPOSED)

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