
HOUSE RESOLUTION

REQUESTING THE AUDITOR TO CONDUCT A PERFORMANCE AUDIT OF STATE
HUMAN RESOURCE MANAGEMENT PERSONNEL.

1 WHEREAS, human resource management plays a strategic role
2 in managing people and the workplace environment; and
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4 WHEREAS, the increased need for human resource management
5 by state departments has created greater demand from public
6 employees who use this resource for assurance that the human
7 resource management services they receive are provided by
8 qualified employees who follow professional standards and are
9 equipped with the necessary skills to carry out their duties
10 including recruitment, training and development, employee
11 compensation and classification, and workforce planning; and
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13 WHEREAS, human resource management employees and employees
14 who hold themselves out as human resource staff are not required
15 to be licensed, certified, or registered by the State; and
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17 WHEREAS, as the workplace changes, the role, functions,
18 structure, and services provided by human resource management
19 personnel in an evolving public sector work environment merit
20 consideration; and
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22 WHEREAS, pursuant to section 23-4, Hawaii Revised Statutes,
23 the Auditor is authorized to conduct postaudits of the programs
24 and performance of all departments, offices, and agencies of the
25 State and its political subdivisions; now, therefore,
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27 BE IT RESOLVED by the House of Representatives of the
28 Thirtieth Legislature of the State of Hawaii, Regular Session of
29 2019, that the Auditor is requested to conduct a performance
30 audit of state human resource management personnel; and



1 BE IT FURTHER RESOLVED that the Auditor is requested to
2 examine the services state human resource management departments
3 and personnel currently provide to public employees including
4 examination of the:

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- 6 (1) Functions and responsibilities of and services
7 provided by human resource management personnel within
8 each state department;
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- 10 (2) Minimum qualifications, education, and training of
11 human resource management personnel in state
12 departments;
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- 14 (3) Structure and operations provided by state departments
15 that have human resource management functions and
16 responsibilities; and
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- 18 (4) Human resource management policies and procedures in
19 state departments; and
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21 BE IT FURTHER RESOLVED that the Auditor is requested to
22 make recommendations regarding:

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- 24 (1) Improvements to benefit the workplace, public
25 employees, and government services;
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- 27 (2) Mandating minimum standards for education,
28 certification, training, and continuing education for
29 human resource management personnel necessary to
30 protect the health and safety of public employees; and
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- 32 (3) A standardized, statewide system of policies and
33 procedures for resolving employee complaints; and
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35 BE IT FURTHER RESOLVED that the Auditor is requested to
36 submit a report of the performance audit, including findings,
37 recommendations, and any proposed legislation, to the
38 Legislature no later than twenty days prior to the convening of
39 the Regular Session of 2020; and



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1 BE IT FURTHER RESOLVED that certified copies of this
2 Resolution be transmitted to the Governor, Director of Human
3 Resources Development, and Auditor, who shall forward a copy to
4 the single executive or board responsible for each Executive
5 Branch department or agency with human resource management
6 personnel included in the audit.

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OFFERED BY:



FEB 26 2019

