

JAN 18 2019

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# 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, 2019.  
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 sessions of 2020, 2021, and 2022.

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 2019-2020 and  
20 the same sum or so much thereof as may be necessary for fiscal



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1 year 2020-2021 for administration of the pilot project pursuant  
2 to this Act.

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

5 SECTION 4. This Act shall take effect upon its approval;  
6 provided that section 3 shall take effect on July 1, 2019.

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INTRODUCED BY:

A handwritten signature in black ink, appearing to read "David L. ...", is written over a horizontal line. Below this line is a second, larger handwritten signature in black ink, which is more stylized and difficult to decipher, possibly reading "David L. ...".



# S.B. NO. 1065

**Report Title:**

Pilot Project; State Department Vacancies; 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.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

