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# A BILL FOR AN ACT

RELATING TO THE STATE BUDGET.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that staff vacancies  
2 continue to plague the executive departments in carrying out  
3 their individual missions and functions. The department of  
4 human resources development is responsible for providing  
5 leadership and assistance to state departments to recruit and  
6 retain the best and brightest employees necessary to fill  
7 critical vacancies. The department of human resources  
8 development is currently working with other state departments in  
9 identifying solutions to problems in recruitment, which include  
10 streamlining the recruitment process; simplifying the class  
11 specifications, including minimum qualifications; and developing  
12 competitive salary programs. To find solutions for recruitment  
13 problems, the department of human resources development is  
14 looking to establish a recruitment modernization program and has  
15 identified four potential projects to test and implement  
16 solutions to the recruitment problems of the State.



1 The purpose of this Act is to establish a recruitment  
2 modernization program within the department of human resources  
3 development to address problems state departments are having  
4 with recruitment.

5 SECTION 2. There is established within the department of  
6 human resources development a recruitment modernization program  
7 that shall:

- 8 (1) Determine reasons why compensation and salaries are  
9 not based on a competitive process and to devise  
10 solutions to those reasons;
- 11 (2) Determine which position classifications are no longer  
12 needed by state departments; and
- 13 (3) Develop innovative methods for recruitment.

14 SECTION 3. There is appropriated out of the general  
15 revenues of the State of Hawaii the sum of \$ or so  
16 much thereof as may be necessary for fiscal year 2019-2020 and  
17 the same sum or so much thereof as may be necessary for fiscal  
18 year 2020-2021 to establish the recruitment modernization  
19 program pursuant to section 2 of this Act and full-time  
20 equivalent ( FTE) positions to implement the recruitment  
21 modernization program.



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

3           SECTION 4. This Act shall take effect on July 1, 2019.

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**Report Title:**

DHRD; Recruitment Modernization Program; Appropriation

**Description:**

Establishes in the department of human resources development a recruitment modernization program to address issues state departments are having in regard to recruitment. Makes an appropriation to establish the program and positions to implement the program. (Proposed SD1)

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

