

---

---

# HOUSE CONCURRENT RESOLUTION

URGING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO  
ESTABLISH A WORKING GROUP TO EXAMINE ISSUES AND  
OPPORTUNITIES FOR IMPROVEMENT IN RECRUITMENT AND RETENTION  
OF PUBLIC EMPLOYEES.

1 WHEREAS, Hawaii's state executive agencies currently have  
2 over three thousand vacancies; and

3  
4 WHEREAS, this degradation of the public sector workforce  
5 leaves important government functions at risk and deeply affects  
6 the efficacy of public services and public infrastructure; and

7  
8 WHEREAS, Hawaii's high cost of living makes surviving off  
9 public sector wages unsustainable for many residents; and

10  
11 WHEREAS, this situation is aggravated by growing pay  
12 disparities between the public and private sectors; and

13  
14 WHEREAS, many public sector jobs pay significantly less  
15 than their private sector counterparts while demanding  
16 equivalent levels of education, experience, and qualifications;  
17 and

18  
19 WHEREAS, public sector workers often pay higher health  
20 insurance premiums than their private sector counterparts; and

21  
22 WHEREAS, the Department of Human Resources Development,  
23 which is responsible for recruiting and retention efforts for  
24 state employment, is currently understaffed, leading to  
25 situations in which applicants for state positions wait months  
26 to hear back from the hiring agency after submitting an  
27 application; now, therefore,  
28



1 BE IT RESOLVED by the House of Representatives of the  
2 Thirty-second Legislature of the State of Hawaii, Regular  
3 Session of 2023, the Senate concurring, that the Department of  
4 Human Resources Development is urged to establish a working  
5 group within the Department of Human Resources Development to  
6 examine issues and opportunities for improvement in recruitment  
7 and retention of public employees; and

8  
9 BE IT FURTHER RESOLVED that the working group is requested  
10 to consist of the following members:

- 11 (1) The Director of Human Resources Development or the  
12 Director's designee, who is requested to serve as  
13 chairperson of the working group;
- 14 (2) The Administrator of the Hawaii Employer-Union Health  
15 Benefits Trust Fund or the Administrator's designee;
- 16 (3) The Executive Director of the Employees' Retirement  
17 System of the State of Hawaii or the Executive  
18 Director's designee;
- 19 (4) One member of the public with extensive professional  
20 experience in human resources in the public sector, to  
21 be selected by the Speaker of the House of  
22 Representatives;
- 23 (5) One member of the public with extensive professional  
24 experience in human resources in the private sector,  
25 to be selected by the President of the Senate;
- 26 (6) One member from each of the exclusive representatives  
27 of the state public sector employee collective  
28 bargaining units; and
- 29 (7) One or more representatives of any other agency or  
30 designee deemed appropriate by the chairperson of the  
31 working group; and

32  
33 BE IT FURTHER RESOLVED that the working group is requested  
34 to serve until it has accomplished the objectives of this



1 resolution or twenty days prior to the convening of the regular  
2 session of 2024, whichever occurs first; and

3  
4 BE IT FURTHER RESOLVED that the working group is requested  
5 to examine:

6  
7 (1) Ways to improve the applicant experience and shorten  
8 the response time from the time of application to an  
9 interview;

10  
11 (2) Existing position descriptions of state public workers  
12 in all state departments and agencies and determine if  
13 redescription is necessary because the educational or  
14 training qualifications are obsolete, or the work  
15 descriptions are outdated or inaccurate;

16  
17 (3) The impact of the pay disparities between public and  
18 private sector workers and make recommendations to  
19 address such disparities;

20  
21 (4) The impact of the disparities between the health  
22 insurance premiums paid by public and private sector  
23 workers and make recommendations to address such  
24 disparities;

25  
26 (5) The impact of mandatory public employee participation  
27 in the Employees' Retirement System; and

28  
29 (6) Potential avenues for incentivizing public sector work  
30 through flex-time and four-day work week options; and

31  
32 BE IT FURTHER RESOLVED that the chairperson of the working  
33 group, in consultation with the working group, is requested to  
34 submit a report to the Legislature, including findings,  
35 recommendations, and any draft legislation, no later than twenty  
36 days prior to the convening of the Regular Session of 2024; and

37  
38 BE IT FURTHER RESOLVED that certified copies of this  
39 Concurrent Resolution be transmitted to the Governor, Director  
40 of Human Resources Development, Administrator of the Hawaii  
41 Employer-Union Health Benefits Trust Fund, Executive Director of  
42 the Employees' Retirement System, and the exclusive



# H.C.R. NO. 144

1 representative of each state public sector collective bargaining  
2 unit.

3  
4  
5

OFFERED BY:

Amy Peruso

MAR 10 2023

