

Honolulu, Hawaii

FEB 16 2024

RE: S.B. No. 3007
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Second State Legislature
Regular Session of 2024
State of Hawaii

Sir:

Your Committees on Labor and Technology and Government Operations, to which was referred S.B. No. 3007 entitled:

"A BILL FOR AN ACT RELATING TO HIRING,"

beg leave to report as follows:

The purpose and intent of this measure is to:

- (1) Allow a state department, division, or agency, rather than the Department of Human Resources Development, to conduct a minimum qualification review of applicants for vacant positions within the department, division, or agency; and
- (2) Require the Department of Human Resources Development to provide state departments, divisions, and agencies the applications received for vacancies under certain circumstances.

Your Committees received testimony in support of this measure from the Department of Transportation and United Public Workers, AFSCME Local 646, AFL-CIO.

Your Committees received testimony in opposition to this measure from the Department of Human Resources Development.



Your Committees received comments on this measure from the Department of Corrections and Rehabilitation; Hawaii Housing Finance and Development Corporation; Department of Business, Economic Development, and Tourism; and Hawai'i State Public Library System.

Your Committees find that the State is facing an unprecedented number of vacancies in state positions, which exacerbates the state worker shortage, leaving fewer workers to carry the workload, leading to burnout and further worker flight. State departments cannot address this issue directly as the Department of Human Resources Development is responsible for compiling and sending a list of applicants to a department to schedule an interview, which may take up to three to six months. By this time, many qualified applicants have either found a different job or forgotten entirely about continuing the application process for a state job. Your Committees also find that a state department possesses the ability and expertise to review applications and determine whether an applicant meets minimum qualifications for a job within that department. This measure empowers state departments to address vacant positions and eases the burden on state workers and the Department of Human Resources and Development.

Your Committees have amended this measure by:

- (1) Inserting an effective date of July 1, 2050, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

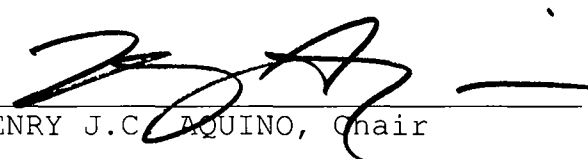
As affirmed by the records of votes of the members of your Committees on Labor and Technology and Government Operations that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 3007, as amended herein, and recommend that it pass Second Reading in the form attached hereto as S.B. No. 3007, S.D. 1, and be referred to your Committee on Ways and Means.



Respectfully submitted on
behalf of the members of the
Committees on Labor and
Technology and Government
Operations,



ANGUS L.K. MCKELVEY, Chair



HENRY J.C. AQUINO, Chair

The Senate
 Thirty-Second Legislature
 State of Hawai'i

Record of Votes
Committee on Labor and Technology
LBT

Bill / Resolution No.:* 6B3007	Committee Referral: LBT/GVD, NAM	Date: 2/15/24
--	--	-------------------------

The Committee is reconsidering its previous decision on this measure.
 If so, then the previous decision was to: _____

The Recommendation is:

Pass, unamended 2312
 Pass, with amendments 2311
 Hold 2310
 Recommit 2313

Members	Aye	Aye (WR)	Nay	Excused
AQUINO, Henry J.C. (C)	X			
MORIWAKI, Sharon Y. (VC)	X			
IHARA, Jr., Les	X			
LEE, Chris				X
FEVELLA, Kurt	X			
TOTAL	4			1

Recommendation:
 Adopted
 Not Adopted

Chair's or Designee's Signature: _____

Distribution:
 Original
 Yellow
 Pink
 Goldenrod
 File with Committee Report
 Clerk's Office
 Drafting Agency
 Committee File Copy

***Only one measure per Record of Votes**

