
A BILL FOR AN ACT

RELATING TO STATE POSITION VACANCIES.

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

1 SECTION 1. The legislature finds that the executive branch
2 workforce is facing high vacancies. These vacancies have caused
3 a severe workforce shortage in state government, which has
4 created a reduction in the quality and quantity of government
5 services available to the public.

6 The legislature notes that the pay and benefits of many
7 state positions may no longer be competitive compared to private
8 and federal employers. The legislature believes that annual
9 data on the State's vacancies and the recruitment and retention
10 policies of the executive branch should be provided to the
11 legislature to help guide future legislation and policy
12 recommendations to address the high number of vacancies in state
13 government.

14 The purpose of this Act is to:

15 (1) Expand the scope of the annual report that the
16 department of human resources development submits to



1 the legislature to include information and data on the
2 vacancies of the executive branch; and

3 (2) Appropriate funds to the department to conduct the
4 annual survey.

5 SECTION 2. Section 26-5, Hawaii Revised Statutes, is
6 amended by amending subsection (h) to read as follows:

7 "(h) The department of human resources development shall
8 submit, no later than twenty days prior to the convening of each
9 regular session of the legislature, a report ~~[of the]~~ on the
10 following:

11 (1) The number of exempt positions that were converted to
12 civil service positions during the previous twelve
13 months ~~[-. The report shall include but not be limited~~
14 ~~to:~~

15 ~~{1}~~, including but not limited to:

16 (A) When the position was established;

17 ~~{2}~~ (B) The purpose of the position;

18 ~~{3}~~ (C) Rationale for the conversion; and

19 ~~{4}~~ (D) How many exempt positions remain in each state
20 department after the conversions ~~[-]~~;



- 1 (2) The total number of vacant positions in the executive
- 2 branch;
- 3 (3) The total number of vacant positions for each
- 4 executive department and agency, including an up-to-
- 5 date list of each vacant position within the
- 6 department or agency, which includes the following
- 7 information:
- 8 (A) Position number;
- 9 (B) Job title;
- 10 (C) Duration of the vacancy;
- 11 (D) Steps taken to fill the vacant position and any
- 12 challenges encountered;
- 13 (E) Amount budgeted for the position;
- 14 (F) Whether the position is temporary or permanent;
- 15 and
- 16 (G) The impact on government operations and delivery
- 17 of service due to the vacant position, if any;
- 18 (4) The percentage of vacant positions across the entire
- 19 executive branch;
- 20 (5) The percentage of vacant positions for each executive
- 21 department and agency;



- 1 (6) The percentage of vacant positions across the
2 executive branch, separated by county;
- 3 (7) The total number of vacant positions in the executive
4 branch, separated by county;
- 5 (8) The total number of employees within the executive
6 branch who left state employment in the past year,
7 including any reasons why the employees left;
- 8 (9) The total number of employees in each executive
9 department and agency who left employment at their
10 department or agency in the past year, including any
11 reasons why the employees left;
- 12 (10) The total number of employees hired across the entire
13 executive branch in the past year;
- 14 (11) The total number of employees hired for each executive
15 department and agency in the past year;
- 16 (12) The total number of employees hired across the entire
17 executive branch, separated by county;
- 18 (13) Ten civil service job classifications, with a minimum
19 of fifty positions for those job classifications, that
20 have the highest vacancy rate in the executive branch;



1 (14) Current executive department and agency organization
2 charts that indicate which positions are filled or are
3 vacant; provided that employee names and other
4 personal information shall be redacted; and
5 (15) Policies and strategies that the department has
6 implemented or plans to implement to:
7 (A) Provide a competitive and modern workforce to
8 reduce vacancies in the executive branch;
9 (B) Retain government employees; and
10 (C) Recruit government employees;
11 provided that the report shall include information on both civil
12 service and exempt positions within the State."

13 SECTION 3. There is appropriated out of the general
14 revenues of the State of Hawaii the sum of \$ or so
15 much thereof as may be necessary for fiscal year 2024-2025 for
16 the department of human resources development to include
17 information and data on the vacancies of the executive branch in
18 its annual report to the legislature pursuant to this Act.

19 The sum appropriated shall be expended by the department of
20 human resources development for the purposes of this Act.



1 SECTION 4. In accordance with section 9 of article VII of
2 the Hawaii State Constitution and sections 37-91 and 37-93,
3 Hawaii Revised Statutes, the legislature has determined that the
4 appropriations contained in H.B. No. , will cause the state
5 general fund expenditure ceiling for fiscal year 2024-2025 to be
6 exceeded by \$ or per cent. In addition, the
7 appropriation contained in this Act will cause the general fund
8 expenditure ceiling for fiscal year 2024-2025 to be further
9 exceeded by \$ or per cent. The combined total
10 amount of general fund appropriations contained in only these
11 two Acts will cause the state general fund expenditure ceiling
12 for fiscal year 2024-2025 to be exceeded by
13 \$ or per cent. The reasons for exceeding the
14 general fund expenditure ceiling are that:

- 15 (1) The appropriation made in this Act is necessary to
- 16 serve the public interest; and
- 17 (2) The appropriation made in this Act meets the needs
- 18 addressed by this Act.

19 SECTION 5. Statutory material to be repealed is bracketed
20 and stricken. New statutory material is underscored.

21 SECTION 6. This Act shall take effect on July 1, 2050.



Report Title:

DHRD; State Position Vacancies; Annual Report; Expenditure Ceiling; Appropriation

Description:

Requires the Department of Human Resources Development to include information and data on the vacancies of the executive branch in its annual report to the Legislature. Declares that the general fund expenditure ceiling is exceeded. Appropriates funds. Takes effect 7/1/2050. (SD1)

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

