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# A BILL FOR AN ACT

RELATING TO HUMAN RESOURCES.

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

1           SECTION 1. The legislature finds that human resources  
2 management plays a strategic role in managing people and the  
3 workplace environment. The increased need for human resources  
4 management by the state executive branch, department of  
5 education, and university of Hawaii system has created a need  
6 for all public employees utilizing this resource to be assured  
7 that the services they receive are provided by qualified staff  
8 who follow consistent professional standards. Currently,  
9 individuals who hold themselves out as human resources  
10 professionals are not presently required to be licensed,  
11 certified, registered, or otherwise regulated by the State.

12           The purpose of this Act is to require and appropriate funds  
13 for the state auditor to examine the feasibility of requiring  
14 specific job classifications that deal with human resources in  
15 the state executive branch, department of education, and  
16 university of Hawaii system to be licensed or certified in human  
17 resources.



1           SECTION 2. (a) The state auditor shall examine the  
2 following job classifications to determine whether a human  
3 resources license or certification is feasible and necessary:

- 4           (1) Human resources officer in the state executive branch;
- 5           (2) Human resources specialist in the state executive  
6           branch;
- 7           (3) Personnel regional officer in the department of  
8           education;
- 9           (4) Human resources manager in the university of Hawaii  
10           system; and
- 11           (5) Human resources specialist in the university of Hawaii  
12           system.

13           (b) The state auditor shall also:

- 14           (1) Examine the feasibility of requiring the department of  
15           human resources development to compile and oversee a  
16           list of accredited human resources programs that can  
17           be applied for the purposes of licensure or  
18           certification for the job classifications listed  
19           pursuant to subsection (a); provided that the  
20           department of human resources development may use a  
21           Hawaii-based human resources program or a program that



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1 is not based in Hawaii; provided further that the  
2 program can be completed fully online or in a virtual  
3 format;

4 (2) Examine the cost of requiring the state executive  
5 branch, department of education, and university of  
6 Hawaii system to, respectively, cover all necessary  
7 expenses, including but not limited to the program  
8 tuition, books, necessary equipment, and relevant  
9 fees;

10 (3) Examine the feasibility and operational impact on a  
11 department or workplace when requiring that all  
12 necessary courses and coursework be completed during  
13 work hours, unless the employee voluntarily decides to  
14 devote personal time to the applicable program;

15 (4) Examine the cost, feasibility, and operational impact  
16 of requiring the department of human resources  
17 development to implement, oversee, and enforce a  
18 mandatory license or certification for the specified  
19 human resources positions;



- 1           (5) Examine and outline any positive workplace benefits  
2                   when requiring a human resources professional to be  
3                   certified; and
- 4           (6) Complete the study and submit findings and  
5                   recommendations, including any proposed legislation  
6                   and a recommendation as to whether Hawaii should  
7                   require licensure or certification of certain human  
8                   resources management personnel, to the legislature no  
9                   later than twenty days prior to the convening of the  
10                  regular session of 2025.

11           SECTION 3. There is appropriated out of the general  
12 revenues of the State of Hawaii the sum of \$                    or so  
13 much thereof as may be necessary for fiscal year 2024-2025 for  
14 the state auditor to examine the feasibility of requiring  
15 specific job classifications that deal with human resources to  
16 be licensed or certified in human resources.

17           The sum appropriated shall be expended by the state auditor  
18 for the purposes of this Act.

19           SECTION 4. In accordance with section 9 of article VII of  
20 the Hawaii State Constitution and sections 37-91 and 37-93,  
21 Hawaii Revised Statutes, the legislature has determined that the



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1 appropriations contained in H.B. No. , will cause the state  
 2 general fund expenditure ceiling for fiscal year 2024-2025 to be  
 3 exceeded by \$ or per cent. In addition, the  
 4 appropriation contained in this Act will cause the general fund  
 5 expenditure ceiling for fiscal year 2024-2025 to be further  
 6 exceeded by \$ or per cent. The combined total  
 7 amount of general fund appropriations contained in only these  
 8 two Acts will cause the state general fund expenditure ceiling  
 9 for fiscal year 2024-2025 to be exceeded by  
 10 \$ or per cent. The reasons for exceeding the  
 11 general fund expenditure ceiling are that:

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

16 SECTION 5. This Act shall take effect on July 1, 2024.

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INTRODUCED BY:




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**JAN 17 2024**



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**Report Title:**

State Auditor; License; Certification; Human Resources  
Management; Study; Appropriation; Expenditure Ceiling

**Description:**

Requires and appropriates funds for the state auditor to examine the feasibility of requiring certain human resources job classifications to be certified in human resources.

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

