
HOUSE CONCURRENT RESOLUTION

URGING STATE EXECUTIVE DEPARTMENTS TO REVIEW MINIMUM
QUALIFICATIONS AND COMPENSATION FOR CLASS SPECIFICATIONS
FOR JOB POSTINGS AND PROVIDE SUGGESTIONS TO THE DEPARTMENT
OF HUMAN RESOURCES DEVELOPMENT.

1 WHEREAS, in 2022, there were almost four thousand vacant
2 positions across the State's executive departments; and
3

4 WHEREAS, the number of vacancies is anticipated to increase
5 as thirty-three percent of the State's workforce is eligible to
6 retire in the next five years; and
7

8 WHEREAS, hiring continues to be a challenge for the State
9 due to fluctuating funding, a lengthy hiring process, and a
10 merit-based, civil service system that restricts flexibility;
11 and
12

13 WHEREAS, the current hiring process limits a department's
14 flexibility in hiring individuals because funding for a position
15 may be tied into a particular class specification, which
16 requires certain minimum qualifications most applicants for the
17 position may not have; and
18

19 WHEREAS, while a private employer would be able to hire a
20 less skilled worker who did not meet certain minimum
21 qualifications, then pay the worker less while the worker is
22 trained on the job, state employers generally do not have that
23 option and applicants must meet all minimum qualifications to be
24 considered for hire; and
25

26 WHEREAS, state executive departments that utilize the
27 Department of Human Resources Development for hiring purposes
28 should be more involved with the minimum qualifications for



H.C.R. NO. 80

1 certain class specifications to ensure the timely and efficient
2 hiring of individuals within each department; now, therefore,


3
4 BE IT RESOLVED by the House of Representatives of the
5 Thirty-second Legislature of the State of Hawaii, Regular
6 Session of 2024, the Senate concurring, that, prior to
7 requesting a job posting through the Department of Human
8 Resources, state executive departments that utilize the
9 Department of Human Resources Development for hiring purposes
10 are urged to review minimum qualifications and compensation for
11 class specifications for that job posting and provide
12 suggestions to the Department of Human Resources Development;
13 and

14
15 BE IT FURTHER RESOLVED that state executive departments are
16 urged to suggest alternative qualifications that can be used in
17 lieu of existing minimum qualifications, such as accepting
18 experience in lieu of a degree; and

19
20 BE IT FURTHER RESOLVED that the Department of Human
21 Resources Development is urged to incorporate the suggestions
22 provided by the state executive departments into the official
23 job posting; and

24
25 BE IT FURTHER RESOLVED that certified copies of this
26 Concurrent Resolution be transmitted to the Comptroller;
27 Chairperson of the Board of Agriculture; Attorney General;
28 Director of Finance; Director of Business, Economic Development,
29 and Tourism; Director of Commerce and Consumer Affairs; Adjutant
30 General; Chairperson of the Hawaiian Homes Commission; Director
31 of Health; Director of Human Resources Development; Director of
32 Human Services; Director of Labor and Industrial Relations;
33 Chairperson of the Board of Land and Natural Resources; Director
34 of Law Enforcement; Director of Corrections and Rehabilitation;
35 Director of Taxation; and Director of Transportation.

36
37
38

OFFERED BY: 
MAR 06 2024