

STAND. COM. REP. NO. 154 -24

Honolulu, Hawaii

FEB 07 , 2024

RE: H.B. No. 2196  
H.D. 1

Honorable Scott K. Saiki  
Speaker, House of Representatives  
Thirty-Second State Legislature  
Regular Session of 2024  
State of Hawaii

Sir:

Your Committee on Labor & Government Operations, to which was referred H.B. No. 2196 entitled:

"A BILL FOR AN ACT RELATING TO PUBLIC EMPLOYMENT,"

begs leave to report as follows:

The purpose of this measure is to remove the requirement of a college degree for any state position, unless the degree is relevant to licensing or certification as it relates to the duties and responsibilities of the position.

Your Committee received testimony in support of this measure from the Grassroot Institute of Hawaii and one individual. Your Committee received comments on this measure from the Department of Human Resources Development; Department of Land and Natural Resources; Department of Budget and Finance; and University of Hawai'i System.

Your Committee finds that there are thousands of vacant positions within state government and that these vacancies negatively impact the availability and quality of services provided to the public. In order to fill these vacant positions with qualified individuals, the State may need to review and verify whether the job qualifications for these positions are relevant or necessary for the performance of the duties of the positions. This measure would increase the State's ability to

2024-1089 HB2196 HD1 HSCR HMSO-1



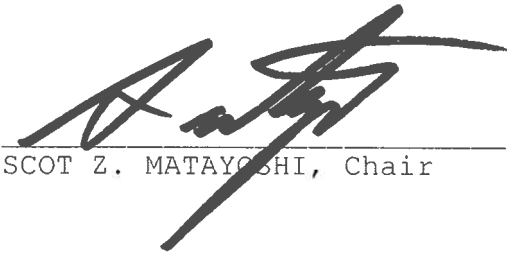
fill vacant positions within state government by removing college degree requirements, with certain exceptions.

Your Committee has amended this measure by:

- (1) Clarifying that a college degree may be a requirement for employment when the state position requires specialized knowledge, skills, or subject-matter expertise relevant to the degree;
- (2) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (3) Making a technical, nonsubstantive amendment for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor & Government Operations that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2196, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 2196, H.D. 1, and be referred to your Committee on Finance.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor & Government  
Operations,



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SCOT Z. MATAYOSHI, Chair



Record of Votes of the Committee on Labor & Government Operations

Bill/Resolution No.: <b>HB 2196</b>	Committee Referral: <b>LGO, FIN</b>	Date: <b>2/1/24</b>
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The committee is reconsidering its previous decision on the measure.

The recommendation is to:  Pass, unamended (as is)     Pass, with amendments (HD)     Hold  
 Pass short form bill with HD to recommit for future public hearing (recommit)

LGO Members	Ayes	Ayes (WR)	Nays	Excused
1. MATAYOSHI, Scot Z. (C)	✓			
2. GARRETT, Andrew Takuya (VC)	✓			
3. KAPELA, Jeanne	✓			
4. MARTINEZ, Rose	✓			
5. SAYAMA, Jackson D.				✓
6. TAM, Adrian K.	✓			
7. ALCOS III, David				✓
<b>TOTAL (7)</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>2</b>

The recommendation is:  Adopted     Not Adopted  
 If joint referral, \_\_\_\_\_ did not support recommendation.  
committee acronym(s)

Vice Chair's or designee's signature:

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