

JOSH GREEN, M.D.  
GOVERNOR  
KE KIA'ĀINA



GOV. MSG. NO. 1280

EXECUTIVE CHAMBERS  
KE KE'ENA O KE KIA'ĀINA

June 6, 2025

The Honorable Ronald D. Kouchi  
President of the Senate,  
and Members of the Senate  
Thirty-Third State Legislature  
State Capitol, Room 409  
Honolulu, Hawai'i 96813

The Honorable Nadine Nakamura  
Speaker, and Members of the  
House of Representatives  
Thirty-Third State Legislature  
State Capitol, Room 431  
Honolulu, Hawai'i 96813

Aloha President Kouchi, Speaker Nakamura, and Members of the Legislature:

This is to inform you that on June 6, 2025, the following bill was signed into law:

S.B. NO. 1567, S.D. 1,  
H.D. 1, C.D. 1

RELATING TO THE CLASSIFICATION AND  
COMPENSATION SYSTEMS.  
**ACT 180**

Mahalo,

A handwritten signature in black ink that reads "Josh Green M.D.".

Josh Green, M.D.  
Governor, State of Hawai'i

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# A BILL FOR AN ACT

RELATING TO THE CLASSIFICATION AND COMPENSATION SYSTEMS.

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

1       SECTION 1. The legislature finds that state agencies are  
2       experiencing a significant labor shortage that is anticipated to  
3       worsen in the future. According to the department of human  
4       resources development, vacant positions within state agencies  
5       increased from eighteen per cent in 2019 before the COVID-19  
6       pandemic to twenty-seven per cent in 2023. While the COVID-19  
7       pandemic may have contributed to this increase, the department  
8       of human resources development also reported that thirty per  
9       cent of existing state employees will be eligible for retirement  
10      in the next five years.

11      The legislature also finds that the class specifications of  
12      state positions that define the duties and responsibilities of  
13      the respective class, level of difficulty and authority, and  
14      minimum qualifications, and compensation for the positions have  
15      become outdated, contributing to state agencies' struggle in  
16      recruiting, hiring, and retaining employees. Therefore, it is  
17      imperative for state departments and agencies to conduct a



1 comprehensive review and modernization of position  
2 classification and compensation systems of their positions, to  
3 attract and retain qualified and capable employees that will  
4 effectively serve the residents of the State.

5 Accordingly, the purpose of this Act is to require the  
6 department of human resources development to expeditiously  
7 conduct a comprehensive review of the classification and  
8 compensation systems for civil service positions under its  
9 jurisdiction.

10 SECTION 2. (a) The department of human resources  
11 development shall complete a comprehensive review of the  
12 classification and compensation systems for all civil service  
13 positions that are under its jurisdiction by October 31, 2026.  
14 The department of human resources development may contract with  
15 a third party, in accordance with chapter 103D, Hawaii Revised  
16 Statutes, to assist with the timely completion of the review.

17 (b) The department of human resources development shall  
18 submit a:

19 (1) Preliminary report of its findings and  
20 recommendations, including any proposed legislation,



1 to the legislature no later than February 28, 2026;  
2 and  
3 (2) Final report of its findings and recommendations,  
4 including any proposed legislation, to the legislature  
5 no later than twenty days prior to the convening of  
6 the regular session of 2027.  
7 SECTION 3. This Act shall take effect on July 1, 2025.



S.B. NO. 1567  
S.D. 1  
H.D. 1  
C.D. 1

APPROVED this 6th day of June, 2025

A handwritten signature in black ink, appearing to read "Josh Green". The signature is fluid and cursive, with the first name "Josh" and last name "Green" clearly distinguishable.

GOVERNOR OF THE STATE OF HAWAII

**THE SENATE OF THE STATE OF HAWAI‘I**

Date: April 30, 2025  
Honolulu, Hawai‘i 96813

We hereby certify that the foregoing Bill this day passed Final Reading in the Senate  
of the Thirty-Third Legislature of the State of Hawai‘i, Regular Session of 2025.



President of the Senate



Clerk of the Senate

SB No. 1567, SD 1, HD 1, CD 1

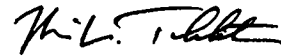
THE HOUSE OF REPRESENTATIVES OF THE STATE OF HAWAII

Date: April 30, 2025  
Honolulu, Hawaii

We hereby certify that the above-referenced Bill on this day passed Final Reading in the House of Representatives of the Thirty-Third Legislature of the State of Hawaii, Regular Session of 2025.

A handwritten signature in black ink, appearing to read "Nadine K. Nakamura".

Nadine K. Nakamura  
Speaker  
House of Representatives

A handwritten signature in black ink, appearing to read "Brian L. Takeshita".

Brian L. Takeshita  
Chief Clerk  
House of Representatives