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## HOUSE RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO  
CONVENE A TASK FORCE TO EXAMINE WHETHER REFORMS ARE NEEDED  
FOR THE STATE CIVIL SERVICE SYSTEM.

1           WHEREAS, every day approximately 10,000 baby boomers born  
2 between 1946 and 1964 are expected to reach the retirement age  
3 of 65; and  
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5           WHEREAS, in a report titled "Hawaii's Workforce" dated  
6 December 2010, the Department of Business, Economic Development  
7 & Tourism (DBEDT) warned that the government sector should be  
8 concerned over the anticipated labor shortage caused by baby  
9 boomer retirements; and  
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11           WHEREAS, DBEDT also reported that the older workers  
12 outweighed the young workers (age 18-44) two-to-one in the  
13 education and government sectors and that these two sectors  
14 should be concerned over the anticipated labor shortage over the  
15 next 20 years; and  
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17           WHEREAS, in the "State of Hawaii Executive Branch Workforce  
18 Profile" submitted by the Department of Human Resources  
19 Development (DHRD) dated December 2015, it was reported that the  
20 Executive Branch had 49,265 civil service and exempt employees  
21 as of June 30, 2015; and  
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23           WHEREAS, DHRD also reported that 28.16 percent of the  
24 executive branch workforce will be eligible to retire by June  
25 30, 2020, which is about 13,875 employees; and  
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27           WHEREAS, as more baby boomers retire, the State and  
28 counties will lose many workers with special talents,  
29 experience, and skills; and



1           WHEREAS, the State and counties, as well as other  
2 industries, will need to plan ahead for higher replacement  
3 needs, which means that workers will be moving up faster in the  
4 organization and holding positions with less experience; and  
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6           WHEREAS, in light of a more competitive recruiting  
7 environment, public employers will need to figure out how to  
8 attract new workers to government jobs and motivate them to stay  
9 in the government sector; and  
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11           WHEREAS, the Legislature finds that the State Civil Service  
12 System may need to be reformed to ensure that the State and  
13 county governments have the ability to continue to operate and  
14 provide necessary governmental services effectively and  
15 efficiently as more baby boomers retire; now, therefore,  
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17           BE IT RESOLVED by the House of Representatives of the  
18 Twenty-ninth Legislature of the State of Hawaii, Regular Session  
19 of 2017, that the Department of Human Resources Development is  
20 requested to convene a civil service reform task force (Task  
21 Force) to examine whether reforms are needed for the State Civil  
22 Service System; and  
23

24           BE IT FURTHER RESOLVED that the Director of Human Resources  
25 Development is requested to convene and serve as the Chairperson  
26 of the Task Force, which shall include the following members:  
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- 28           (1) A representative from the Department of Education's  
29           Office of Human Resources;  
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- 31           (2) A representative from the University of Hawaii  
32           System's Office of Human Resources;  
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- 34           (3) A representative from the Hawaii Health Systems  
35           Corporation's Office of Human Resources;  
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- 37           (4) The Director of the Department of Human Resources,  
38           City and County of Honolulu, or the Director's  
39           designated representative;



- 1           (5) The Director of the Department of Human Resources,  
2           Kauai County, or the Director's designated  
3           representative;  
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- 5           (6) The Director of the Department of Human Resources,  
6           Hawaii County, or the Director's designated  
7           representative;  
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- 9           (7) The Director of Personnel Services, Maui County, or  
10          the Director's designated representative;  
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- 12          (8) The Chief Negotiator of the Office of Collective  
13          Bargaining and Managed Competition, or the Chief  
14          Negotiator's designated representative; and  
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- 16          (9) Two members representing the various public sector  
17          employee labor organizations; and  
18

19           BE IT FURTHER RESOLVED that the Task Force is requested to  
20 consider whether civil service reforms are needed to address an  
21 aging government workforce in Hawaii, including but not limited  
22 to:  
23

- 24          (1) How the recruiting and hiring process of the State and  
25          counties can be improved and streamlined to attract  
26          and retain younger workers;  
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- 28          (2) Whether civil service exams should be replaced with a  
29          resume-based system for merit hiring to better assess  
30          a candidate's qualifications;  
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- 32          (3) Whether job classifications and descriptions  
33          accurately reflect the knowledge, skills, and ability  
34          to do the specific job, and if not, how these  
35          classifications should be revised;  
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- 37          (4) What can be done to ensure that new employees are  
38          sufficiently trained to replace retiring baby boomers;  
39          and



1 (5) Whether new technologies, such as the IBM Watson  
 2 technology platform, which can assist the public  
 3 sector in quickly extracting key information from  
 4 large amounts of data, should be used by the public  
 5 sector in the recruiting and training of new  
 6 employees; and  
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8 BE IT FURTHER RESOLVED that the Task Force examine civil  
 9 service reforms in other states, such as California,  
 10 Pennsylvania, Georgia, and Indiana; and  
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12 BE IT FURTHER RESOLVED that no member of the Task Force  
 13 shall be made subject to chapter 84, Hawaii Revised Statutes,  
 14 solely because of that member's participation as a member of the  
 15 Task Force; and  
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17 BE IT FURTHER RESOLVED that the Legislative Reference  
 18 Bureau is requested to provide any necessary administrative,  
 19 professional, clerical, and research support to the Task Force;  
 20 and  
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22 BE IT FURTHER RESOLVED that the Legislative Reference  
 23 Bureau is requested to provide a report of the Task Force's  
 24 findings and recommendations, including any proposed  
 25 legislation, to the Legislature no later than 20 days prior to  
 26 the convening of the Regular Session of 2018; and  
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28 BE IT FURTHER RESOLVED that certified copies of this  
 29 Resolution be transmitted to the Governor, Director of Human  
 30 Resources Development, Superintendent of Education, President of  
 31 the University of Hawaii, Chief Executive Officer of the Hawaii  
 32 Health Systems Corporation, the Directors of Human Resources for  
 33 the Counties of Hawaii, Kauai, and the City and County of  
 34 Honolulu, Director of Personnel Services of Maui County, Chief  
 35 Negotiator of the Office of Collective Bargaining and Managed  
 36 Competition, and Director of the Legislative Reference Bureau.  
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 38  
 39

OFFERED BY:

*Christy H. Ay*  
*K. H.*

FEB 21 2017

*[Signature]*

