
SENATE RESOLUTION

REQUESTING THE ESTABLISHMENT OF A WORKING GROUP TO IDENTIFY
BARRIERS TO IMPROVING THE STATE'S HIRING PROCESSES.

1 WHEREAS, Hawaii's unemployment rate is two percent, the
2 lowest in the nation; and
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4 WHEREAS, due to the low unemployment rate in Hawaii,
5 executive agencies are experiencing difficulties attracting
6 qualified applicants and retaining experienced employees; and
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8 WHEREAS, the shortage of employees is particularly
9 significant at the mid-management level due to numerous
10 retirements; and
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12 WHEREAS, requiring executive agencies to follow the various
13 procedures required by the Department of Human Resources
14 Development to inform the public of state job opportunities has
15 hindered their ability to quickly fill vacant positions; now,
16 therefore,
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18 BE IT RESOLVED by the Senate of the Twenty-ninth
19 Legislature of the State of Hawaii, Regular Session of 2018,
20 that the Director of Finance is requested to establish a working
21 group to identify barriers to improving the State's hiring
22 processes; and
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24 BE IT FURTHER RESOLVED that the working group shall
25 comprise the following members:
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- 27 (1) The Director of Finance, who shall serve as chair;
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29 (2) The Director of Human Resources Development;
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31 (3) The Superintendent of Education;
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33 (4) The President of the University of Hawaii; and
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1 (5) The Director of Labor and Industrial Relations; and

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3 BE IT FURTHER RESOLVED that the Director of Finance shall
4 invite individuals representing the following organizations to
5 become members of the working group:

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7 (1) Society for Human Resource Management Hawaii Chapter;
8 and

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10 (2) Hawaii Government Employees Association; and

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12 BE IT FURTHER RESOLVED that the working group is also
13 requested to analyze:

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15 (1) Whether combining the Department of Human Resources
16 Development with the Department of Budget and Finance
17 would improve the State's hiring processes and produce
18 cost savings; and

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20 (2) The feasibility of authorizing any executive agency to
21 proceed with direct hiring for any positions; and

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23 BE IT FURTHER RESOLVED that the working group is requested
24 to submit a report of its findings and recommendations,
25 including any proposed legislation, to the Legislature no later
26 than twenty days prior to the convening of the Regular Session
27 of 2019; and

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29 BE IT FURTHER RESOLVED that certified copies of this
30 Resolution be transmitted to the Director of Finance; Director
31 of Human Resources Development; Chairperson of the Board of
32 Education; Superintendent of Education; President of the
33 University of Hawaii; Director of Labor and Industrial
34 Relations; President of the Society for Human Resource
35 Management Hawaii Chapter; and Executive Director of the Hawaii
36 Government Employees Association.

