A BILL FOR AN ACT

RELATING TO HIRING.

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

SECTION 1. The legislature finds that the state workforce is aging. The pace of retirements in many departments is exceeding the State's ability to hire new personnel. Efforts to streamline the recruiting and certification process within the department of human resources development have made progress but cannot keep pace with the current and projected increases in retirements.

The purpose of this Act is to create a three-year direct hire pilot program to determine if the State is able to more efficiently fill vacant positions through a streamlined recruitment and certification process for specified employees.

The legislature finds that departments already direct hire exempt positions, should continue to follow the same internal procedures they currently use for filling vacant exempt positions, and should apply those procedures to the civil service vacant positions being filled through this pilot program. The pilot program will be limited to positions where
the stated minimum qualifications include a degree in higher
education, in order to ease the burden on the departments of
certifying if applicants are qualified, and the pilot program
shall ensure there are clear and objective criteria that each
department must follow.

SECTION 2. (a) There is established a three-year direct
hire pilot program to streamline the recruitment and hiring
process of positions that require a higher education degree.
Departments seeking to fill vacancies shall have the authority
to move ahead with direct hiring no later than July 1, 2019.

Notwithstanding chapter 76, Hawaii Revised Statutes, and any
other law to the contrary, the pilot project shall enable
departments seeking to fill any vacancy where the minimum
qualifications include a higher education degree to recruit,
certify, and interview applicants without the services of the
department of human resources development.

(b) A department seeking to fill a vacancy shall request a
list of qualified persons from the department of human resources
development and consider such applicants, but may concurrently
move forward with its internal efforts to recruit applicants for
such positions. If the department of human resources
development is unable to deliver a list of qualified applicants
within five days of the request, the department seeking to fill
a vacancy may complete recruitment and hiring without the
department of human resources development's services.

(c) Each department that fills any vacancy pursuant to
this Act shall submit a report listing the number and type of
vacancies filled. Each department that does not fill a vacancy
through this direct hire pilot program shall include in its
report to the department of human resources development the
number and type of positions filled and why it did not use the
direct hire pilot program to fill those positions. The
department of human resources development shall compile the
reports and submit its findings and recommendations, including
any proposed legislation regarding the pilot program, to the
legislature no later than twenty days prior to the convening of
the regular sessions of 2020, 2021, and 2022.

SECTION 3. There is appropriated out of the general
revenues of the State of Hawaii the sum of $ or so
much thereof as may be necessary for fiscal year 2019-2020 and
the same sum or so much thereof as may be necessary for fiscal
year 2020-2021 for administration of the pilot project pursuant to this Act.

The sums appropriated shall be expended by the department of human resources development for the purposes of this Act.

SECTION 4. This Act shall take effect upon its approval; provided that section 3 shall take effect on July 1, 2019.

INTRODUCED BY: [Signature]

INTRODUCED BY: [Signature]
Report Title:
Pilot Project; State Department Vacancies; Department of Human Resources Development; Appropriation

Description:
Creates a pilot program to streamline the recruitment and hiring process for vacancies within state departments. Makes an appropriation.

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