

Honolulu, Hawaii

MAR 21 2016

RE: H.B. No. 1849
H.D. 1
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Twenty-Eighth State Legislature
Regular Session of 2016
State of Hawaii

Sir:

Your Committee on Judiciary and Labor, to which was referred
H.B. No. 1849, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO HIRING,"

begs leave to report as follows:

The purpose and intent of this measure is to establish a three-year reclassification and recruitment pilot program within the Department of Human Resources Development to expedite the recruitment and hiring process for positions that require a higher education degree or other expertise.

Your Committee received testimony in support of this measure from the Department of Transportation; Department of Human Resources Development; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; and one individual. Your Committee received comments on this measure from the United Public Workers, AFSCME, Local 646, AFL-CIO.

Your Committee finds that the state workforce is aging and the needs of the state workforce have far out-paced the State's ability to adequately create and fill positions. Efforts to streamline the recruiting process have made progress but cannot keep pace with the current and projected increase in retirements. Implementation of this measure will allow the State to efficiently hire individuals for critical-to-fill and labor shortage positions through an active recruitment and placement process.



Your Committee has amended this measure by:

- (1) Establishing that the purpose of the reclassification and recruitment pilot program is to expedite the recruitment and hiring process for critical-to-fill and labor shortage positions, rather than for positions that require a higher education degree or other expertise;
- (2) Amending section 1 to reflect its amended purpose;
- (3) Authorizing and appropriating funds for the Department of Human Resources Development to hire an unspecified number of full-time recruitment and reclassification specialists, rather than five full-time recruitment and reclassification specialists;
- (4) Inserting an effective date of January 7, 2059, to encourage further discussion; and
- (5) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the record of votes of the members of your Committee on Judiciary and Labor that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1849, H.D. 1, as amended herein, and recommends that it pass Second Reading in the form attached hereto as H.B. No. 1849, H.D. 1, S.D. 1, and be referred to your Committee on Ways and Means.

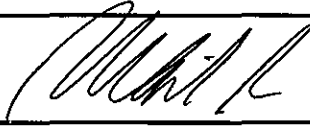
Respectfully submitted on
behalf of the members of the
Committee on Judiciary and
Labor,


GILBERT S.C. KEITH-AGARAN, Chair



The Senate
Twenty-Eighth Legislature
State of Hawai'i

Record of Votes
Committee on Judiciary and Labor
JDL

Bill / Resolution No.:*	Committee Referral:	Date:		
HB 1849 HD1	JDL, WAM	3/15/16		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is:				
<input type="checkbox"/> Pass, unamended 2312	<input checked="" type="checkbox"/> Pass, with amendments 2311	<input type="checkbox"/> Hold 2310	<input type="checkbox"/> Recommit 2313	
Members	Aye	Aye (WR)	Nay	Excused
KEITH-AGARAN, Gilbert S.C. (C)	/			
SHIMABUKURO, Maile S.L. (VC)	/			
GABBARD, Mike				/
KAHELE, Kaiali'i	/			
KIM, Donna Mercado	/			
THIELEN, Laura H.				/
SLOM, Sam	/			
TOTAL	5			2
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original File with Committee Report Yellow Clerk's Office Pink Drafting Agency Goldenrod Committee File Copy				

*Only one measure per Record of Votes