

STAND. COM. REP. NO. 3596

Honolulu, Hawaii

APR 08 2016

RE: H.B. No. 1849
H.D. 1
S.D. 2

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

Sir:

Your Committee on Ways and Means, to which was referred H.B. No. 1849, H.D. 1, S.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 address the State's need to fill positions left vacant when workers retire.

More specifically, this measure establishes within the Department of Human Resources Development a three-year reclassification and recruitment pilot program to expedite the recruitment and hiring process for critical-to-fill and labor shortage positions.

Your Committee received written comments in support of this measure from the Department of Human Resources Development and Hawaii Government Employees Association.

Your Committee finds that much of the State's workforce is aging and retiring from positions that are proving hard to fill. The need for state workers has out-paced the State's ability to adequately refill positions. While the Department of Human Resources Development has made significant progress in streamlining employment recruiting and certification, more needs to be done to address the current and projected increase in state worker retirements. Your Committee believes that a pilot program that expedites the State's recruitment and hiring process for



critical-to-fill and labor shortage positions will assist the State in refilling these positions.

Your Committee has amended this measure by:

- (1) Changing all references to "critical-to-fill and labor shortage positions" to "hard-to-fill positions";
- (2) Clarifying that the Department of Human Resources Development shall also submit annual reports to the Legislature before the convening of the Regular Sessions of 2018, 2019, and 2020; and
- (3) Making technical nonsubstantive changes for purposes of clarity, consistency, and style.

As this measure advances through the legislative process, your Committee requests the Department of Human Resources Development to provide a recommendation on the appropriation amount necessary to effectuate this measure, which may include a recommendation on the number of positions to hire.

As affirmed by the record of votes of the members of your Committee on Ways and Means that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 1849, H.D. 1, S.D. 1, as amended herein, and recommends that it pass Third Reading in the form attached hereto as H.B. No. 1849, H.D. 1, S.D. 2.

Respectfully submitted on
behalf of the members of the
Committee on Ways and Means,



JILL N. TOKUDA, Chair



The Senate
 Twenty-Eighth Legislature
 State of Hawai'i

Record of Votes
Committee on Ways and Means
WAM

Bill / Resolution No.:* HB 1849, HD1, SD1	Committee Referral: SDL, WAM	Date: 4/4/16		
<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
TOKUDA, Jill N. (C)	/			
DELA CRUZ, Donovan M. (VC)	/			
CHUN OAKLAND, Suzanne	/			
ENGLISH, J. Kalani	/			
GALUTERIA, Brickwood	/			
HARIMOTO, Breene	/			
INOUYE, Lorraine R.	/			
RIVIERE, Gil	/			
TANIGUCHI, Brian T.	/			
WAKAI, Glenn	/			
SLOM, Sam	/			
TOTAL	11			
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original Yellow Pink Goldenrod File with Committee Report Clerk's Office Drafting Agency Committee File Copy				

*Only one measure per Record of Votes