
A BILL FOR AN ACT

RELATING TO HIRING.

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

1 SECTION 1. The legislature finds that the state workforce
2 is aging and the needs of the state workforce have far out-paced
3 the State's ability to adequately create and fill these
4 positions. The pace of retirements in many departments is
5 exceeding the State's ability to hire new personnel. Efforts to
6 streamline the recruiting and certification process within the
7 department of human resources development have made progress but
8 cannot keep pace with the current and projected increase in
9 retirements.

10 The purpose of this Act is to create a three-year
11 reclassification and recruitment pilot program to allow the
12 State to efficiently hire individuals for hard-to-fill positions
13 through an active recruitment and placement process.

14 SECTION 2. (a) There is established within the department
15 of human resources development a three-year reclassification and
16 recruitment pilot program to expedite the recruitment and hiring
17 process for hard-to-fill positions.



1 (b) Each department seeking to fill vacancies shall
2 prioritize hiring needs and forward their priorities to the
3 director beginning July 1, 2016.

4 (c) The director shall compile the list of statewide
5 hiring priorities and develop recruitment strategies to fill
6 positions, including working with individual offices and
7 departments on redrafting, reclassifying, and creating new
8 position descriptions that will increase the department's
9 ability to meet workforce demands.

10 (d) Each department that fills any vacancy pursuant to
11 this Act shall submit a report to the department of human
12 resources development listing the number and type of vacancies
13 filled. Each department that fills a vacancy other than through
14 the reclassification and recruitment pilot program shall include
15 in its report to the department of human resources development
16 the number and type of positions filled and why it did not use
17 the reclassification and recruitment pilot program to fill those
18 positions. The department of human resources development shall
19 compile the reports and annually submit its findings and
20 recommendations, including any proposed legislation regarding
21 the pilot program, to the legislature no later than twenty days



1 prior to the convening of the regular sessions of 2017, 2018,
2 2019, and 2020.

3 (e) The department of human resources development may hire
4 full-time recruitment and reclassification
5 specialists, without regard to chapters 76 and 89, Hawaii
6 Revised Statutes, for the duration of the pilot program.

7 (f) As used in this section "director" means the director
8 of human resources development.

9 SECTION 3. There is appropriated out of the general
10 revenues of the State of Hawaii the sum of \$ or so much
11 thereof as may be necessary for fiscal year 2016-2017 for the
12 department of human resources development to hire
13 full-time equivalent (FTE) recruitment and reclassification
14 specialists within the department.

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

17 SECTION 4. This Act shall take effect on January 7, 2059.



Report Title:

Pilot Project to Fill Vacancies within State Departments;
Department of Human Resources Development; Appropriation

Description:

Creates a three-year reclassification and recruitment pilot program within the Department of Human Resources Development to expedite the recruitment and hiring process for hard-to-fill positions. Makes an appropriation. Effective January 7, 2059.
(SD2)

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