



RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES TO SUBMIT AN ANNUAL REPORT DETAILING LONG-TERM POSITION VACANCIES.

WHEREAS, the City Council ("Council") adopted Resolution 22-43, CD1, on July 6, 2022, requesting a performance audit of the selection and hiring processes of the Department of Human Resources ("DHR") due to concerns about the high number of job vacancies within the City and County of Honolulu ("City"); and

WHEREAS, on June 30, 2023, the Council received the Office of the City Auditor's Report No. 23-02, Audit of Select Management Issues Impacting the City's Ability to Effectively Hire and Sustain Its Workforce ("Audit Report"), available at www.honolulu.gov/rep/site/oca/oca_docs/DHR_Audit_Final_Report.pdf, which identified several areas for improvement in the City's hiring and selection processes, including the need for more accurate and comprehensive tracking of long-term position vacancies; and

WHEREAS, the audit report recommended that the DHR develop and implement a formal process to identify and abolish obsolete vacant positions, which may be skewing the City's position vacancy rate and tying up City funds; and

WHEREAS, the Council recognizes the importance of having current, accurate, and comprehensive data on position vacancies to assist in the Council's decision-making process and to improve the efficiency and effectiveness of the City's hiring and selection processes; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that it requests the Department of Human Resources to submit an annual report detailing:

1. The number of long-term position vacancies, categorized by duration of the vacancy (e.g., longer than three years up to five years; longer than five years up to seven years; and longer than 7 years);
2. The reasons why the positions have remained unfilled for such extended periods;
3. The impact of the vacancies on the City's operations and service delivery;
4. The steps that have been taken to fill the vacancies and any challenges encountered; and



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5. The status of the implementation of a formal process to identify and abolish obsolete vacant positions, as recommended in the Audit Report; and

BE IT FURTHER RESOLVED that the Department of Human Resources is requested to submit its first annual report to the Council no later than one calendar year after the date of adoption of this resolution, and by that date annually thereafter; and

BE IT FINALLY RESOLVED that certified copies of this resolution be transmitted to the Mayor, the Managing Director, and the Director of Human Resources.

INTRODUCED BY:

Tony Wata

DATE OF INTRODUCTION:

JUL 19 2023

Honolulu, Hawai'i

Councilmembers

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII
CERTIFICATE

RESOLUTION 23-170

Introduced: 07/19/23 By: TOMMY WATERS


Committee: EXECUTIVE MATTERS AND LEGAL
AFFAIRS (EMLA)

Title: REQUESTING THE DEPARTMENT OF HUMAN RESOURCES TO SUBMIT AN ANNUAL REPORT DETAILING LONG-TERM POSITION VACANCIES.

Voting Legend: * = Aye w/Reservations

07/19/23	INTRO	Introduced.
08/22/23	EMLA	Reported out for adoption. CR-230 9 AYES: CORDERO, DOS SANTOS-TAM, KIA'ĀINA, OKIMOTO, SAY, TULBA, TUPOLA, WATERS, WEYER
09/06/23	CCL	Committee report and Resolution were adopted. 9 AYES: CORDERO, DOS SANTOS-TAM, KIA'ĀINA, OKIMOTO, SAY, TULBA, TUPOLA, WATERS, WEYER

I hereby certify that the above is a true record of action by the Council of the City and County of Honolulu on this RESOLUTION.



GLEN I. TAKAHASHI, CITY CLERK



TOMMY WATERS, CHAIR AND PRESIDING OFFICER