



CITY COUNCIL

CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII

No. 23 - 171

RESOLUTION

URGING THE CITY ADMINISTRATION TO ESTABLISH, IN CONSULTATION WITH THE PUBLIC EMPLOYEE UNIONS, A FORMAL POLICY FOR THE ABOLISHMENT OF CITY POSITIONS.

WHEREAS, Section 5-103(c), Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended, authorizes the Mayor, in part, to abolish positions within the executive branch; and

WHEREAS, on July 6, 2022, the City Council ("Council") adopted Resolution 22-43, CD1, which directed the Auditor of the City and County of Honolulu ("City") to conduct a performance audit of the Department of Human Resources' selection and hiring processes; and

WHEREAS, on June 29, 2023, the City Auditor transmitted to the Council, Report No. 23-02 entitled "Audit of Select Management Issues Impacting the City's Ability to Effectively Hire and Sustain Its Workforce" ("Audit Report"); and

WHEREAS, the Audit Report found, in part, that the City Administration does not have any formal policies or procedures to abolish long-vacant or obsolete positions; and

WHEREAS, the Audit Report concluded, in part, that the lack of a formal process for abolishing positions may be distorting the City's actual vacancy rate and unnecessarily tying up City funds; and

WHEREAS, the Audit Report recommended, in part, that the City should develop and implement a formal policy to identify and abolish long-vacant positions; and

WHEREAS, the Audit Report further specified that a formal process to abolish unnecessary positions and a periodic review of long-vacant positions would help to "right-size" government and yield a more accurate vacancy rate for the City; and

WHEREAS, public employee unions play a key role in any discussion and development of a formal policy to abolish long-vacant or obsolete positions when the ultimate intent is to "right-size" the City's workforce; and

WHEREAS, public employee unions safeguard City employees' interests by ensuring that collective bargaining rights are respected, protected, and taken into consideration by the City Administration; and



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WHEREAS, public employee unions also provide the workforce expertise needed to ensure that the City's position classifications are aligned with the current job market in order to successfully attract and retain qualified candidates; and

WHEREAS, the Council finds that, upon its review of the Audit Report, it is critical that the City Administration establish a formal policy for the abolishment of positions to address the over 2,000 vacancies identified in the process of conducting the Audit Report, in order to achieve the goal of creating a more modern, efficient, and effective City government; and

WHEREAS, the Council further finds that it is essential that public employee unions are included in the discussion and development of the formal policy, in order to provide the necessary workforce and collective bargaining rights expertise; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that the City Administration is urged to establish, in consultation with the public employee unions, a formal policy for the abolishment of City positions; and

BE IT FURTHER RESOLVED that the City Administration is requested to report to the Council on the status of the formal policy no later than 180 days after the adoption of this resolution; and



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

INTRODUCED BY:

Tony Water

DATE OF INTRODUCTION:

JUL 19 2023

Honolulu, Hawaii

Councilmembers

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII
CERTIFICATE

RESOLUTION 23-171

Introduced: 07/19/23 By: TOMMY WATERS

Committee: EXECUTIVE MATTERS AND LEGAL
AFFAIRS (EMLA)

Title: URGING THE CITY ADMINISTRATION TO ESTABLISH, IN CONSULTATION WITH THE PUBLIC EMPLOYEE UNIONS,
A FORMAL POLICY FOR THE ABOLISHMENT OF CITY POSITIONS.

Voting Legend: * = Aye w/Reservations

07/19/23	INTRO	Introduced.
08/22/23	EMLA	Reported out for adoption.
		CR-231
		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