



## RESOLUTION

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URGING THE HAWAII STATE LEGISLATURE TO ADOPT LEGISLATION TO ALLOW THE CITY TO PROVIDE INCENTIVES AND INCREASE SALARIES FOR HARD-TO-FILL POSITIONS.

WHEREAS, the City Council ("Council") of the City and County of Honolulu ("City") recognizes the importance of having competitive wage and benefit packages to attract and retain qualified City staff, particularly for hard-to-fill positions, to ensure the efficient and effective administration and delivery of services to the people of the City; and

WHEREAS, the Council adopted Resolution 22-43, CD1, on July 6, 2022, requesting an audit of the Department of Human Resources' selection and hiring processes due, in part, to concern with the high number of position vacancies within the City; and

WHEREAS, in June 2023, the Office of the City Auditor released Report No. 23-02, entitled, "Audit of Select Management Issues Impacting the City's Ability to Effectively Hire and Sustain Its Workforce" ("Audit Report"), which analyzed and assessed the City's approximately 2,458 position vacancies and recommended several improvements that would have a meaningful impact on the City's ability to efficiently recruit and retain a qualified workforce; and

WHEREAS, the Audit Report identified several areas for improvement in the City's hiring and selection processes, including the need for more competitive wage and benefit packages to attract and retain qualified professional staff for hard-to-fill positions; and

WHEREAS, the Audit Report recommended that the Hawai'i State Legislature ("Legislature") be urged to change voting requirements in Hawaii Revised Statutes ("HRS") pertaining to collective bargaining to allow the implementation of increased wage and benefit incentives for hard-to-fill positions; and

WHEREAS, the Council also recognizes the importance of employees' collective bargaining rights under HRS Chapter 89 ("Collective Bargaining in Public Employment"), and affirms that nothing in this resolution is intended to diminish these rights; now, therefore,



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BE IT RESOLVED by the Council of the City and County of Honolulu that the Legislature is urged to adopt legislation to allow the City to provide retention incentives and increased salaries for employees in hard-to-fill positions, while respecting public employment collective bargaining laws; and

BE IT FURTHER RESOLVED that the Council urges the Legislature to enact such legislation in a manner that allows the targeting of such incentives and increased salaries solely to objectively determined hard-to-fill positions and in a manner that would not contravene the merit principles of HRS Chapter 76 or interfere with employees' rights to collective bargaining under HRS Chapter 89 or their rights under existing collective bargaining agreements; and

BE IT FINALLY RESOLVED that copies of this resolution be transmitted to the Mayor, the Managing Director, the Director of Human Resources, the President of the Hawai'i State Senate, the Speaker of the Hawai'i State House of Representatives, and the Hawai'i State Director of Human Resources.

INTRODUCED BY:

Tommy Waters

DATE OF INTRODUCTION:

July 19, 2023  
Honolulu, Hawai'i

Councilmembers

CITY COUNCIL  
CITY AND COUNTY OF HONOLULU  
HONOLULU, HAWAII  
CERTIFICATE

RESOLUTION 23-173, CD1

Introduced: 07/19/23 By: TOMMY WATERS

Committee: EXECUTIVE MATTERS AND LEGAL  
AFFAIRS (EMLA)

Title: URGING THE HAWAII STATE LEGISLATURE TO ADOPT LEGISLATION TO ALLOW THE CITY TO PROVIDE  
INCENTIVES AND INCREASE SALARIES FOR HARD-TO- FILL POSITIONS.

Voting Legend: \* = Aye w/Reservations

07/19/23	INTRO	Introduced.
08/22/23	EMLA	Amended to CD1.  8 AYES: CORDERO, DOS SANTOS-TAM, KIA'ĀINA, OKIMOTO, SAY, TUPOLA, WATERS, WEYER  1 ABSENT: TULBA
08/22/23	EMLA	Reported out for adoption as amended in CD1 form.  CR-233  8 AYES: CORDERO, DOS SANTOS-TAM, KIA'ĀINA, OKIMOTO, SAY, TUPOLA, WATERS, WEYER*  1 ABSENT: TULBA
09/06/23	CCL	Committee report and Resolution as amended 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