

RESOLUTION NO. 3

**URGING HAWAII STATE AND COUNTY ELECTED OFFICIALS TO IMMEDIATELY ADDRESS
HIRING AND RETENTION ISSUES IN OUR LOCAL CIVIL SERVICE
AS A TOP PRIORITY**

WHEREAS, Ongoing and numerous vacancies in state and county civil service positions have resulted in greater workload and higher pressures on existing public workers to cover short staffing, often leading to burnout, stressful work environments, and frustration; and

WHEREAS, chronic vacancies, and difficulties in hiring and retaining civil service employees has negative long-term implications for the success of our State, as it results in less capacity to address present and future needs for the public; and

WHEREAS, the issue of filling vacancies and retaining civil service workers is a complex issue which involves numerous factors, including workplace conditions, pay, ability to telework, options for parents, and perceived ability to be able to provide for one's self and family amidst difficult economic times; and

WHEREAS, Hawaii's civil service workforce has been strained by the pressures of the post-pandemic world; and

WHEREAS, it is the duty of our elected officials to take note of this crisis and respond accordingly; NOW, THEREFORE

BE IT RESOLVED that the HGEA General Assembly respectfully urges all state and county elected officials to immediately address hiring and retention issues in our local civil service as a top priority; and

BE IT FURTHER RESOVLED that certified copies of this Resolution be transmitted to the Governor of Hawaii; the Lieutenant Governor of Hawaii; the Speaker of the Hawaii State House of Representatives; the president of the Hawaii State Senate; the mayors and council chairs of all counties in Hawaii; the President and Board of Regents of the University of Hawaii; and all department directors of state and county departments and agencies.

SUBMITTED BY: Danny de Gracia II (Unit 13)

Charter, Bylaws and Resolutions Committee recommends adoption Yes ☒ No ☐

General Assembly adoption Yes ☐ No ☐