

REPORT TO THE 2023 LEGISLATURE

AS REQUIRED BY ACT 57,
SESSION LAWS OF HAWAII 2019

**Department of Human Resources Development
December 2022**

Background

The Department of Human Resources Development's (DHRD) mission is to provide timely and responsive leadership, resources, and services to fully support the State of Hawaii in the recruitment, management, and retention of a high-performing workforce based on the merit principle as defined by [HRS §76-1](#).

Act 57, Session Laws of Hawaii 2019, established an administrative assistant position within the Department of Human Resources Development. This position shall:

1. Facilitate and expedite the hiring and recruitment for civil service positions under the jurisdiction of the department of human resources development; and
2. Have the authority to reclassify and abolish vacant positions within state departments and agencies that are under the jurisdiction of the department of human resources development, subject to the following conditions:
 - a. Prior to reclassifying or abolishing any vacant position as provided under this paragraph, the administrative assistant shall submit a report to the legislature no later than twenty days prior to each regular session. The report shall include a list of vacant positions for reclassification or abolishment, identify the agency each position is attached to, provide reasons for reclassifying or abolishing the position, and state the duration the position has been vacant; and
 - b. The administrative assistant may reclassify or abolish any vacant position as provided under this paragraph no earlier than sixty days after the report has been submitted to the legislature as provided under this paragraph.

The inaugural report was submitted to the 2020 Legislature. No actions were taken to reclassify or abolish any positions in that report in order to establish a baseline assessment of the current situation and challenges among departments in the State of Hawaii Executive Branch.

The 2021 Report to the Legislature identified and recommended 46 positions, vacant prior to 2011, be abolished. Only three of those were abolished in the budget. The 2022 Report to the Legislature identified and recommended 63 positions be abolished which had been vacant five years or more. Only one position was abolished by the Legislature.

Vacancy Statistics

Requests for recruitment quickly returned to pre-pandemic levels and DHRD continues to be swamped helping the Executive Branch fill vacancies. DHRD averages about 400 open recruitments any given day.

Table 1: Statewide Positions and Vacancies 2018-2022

Departments	# of Civil Service Positions in HRMS	Filled Positions	Vacant Positions*	NEOGOV Request to Fill (DHRD)	Unaccounted for Vacant Positions^ (Departments)
Reported on 11/01/22	17,002	13,027	3,975	1,516	2,459
		77%	23%	38%	62%
Reported on 12/01/21	16,763	13,349	3,414	941	2,479
		80%	20%	28%	72%
Reported on 10/01/20	17,403	13,873	3,530	181	3,349
		80%	20%	5%	95%
Reported on 10/01/19	17,327	14,190	3,137	942	2,195
		82%	18%	30%	70%
Reported on 09/01/18	17,163	14,153	3,010	1,033	1,977
		82%	18%	34%	66%

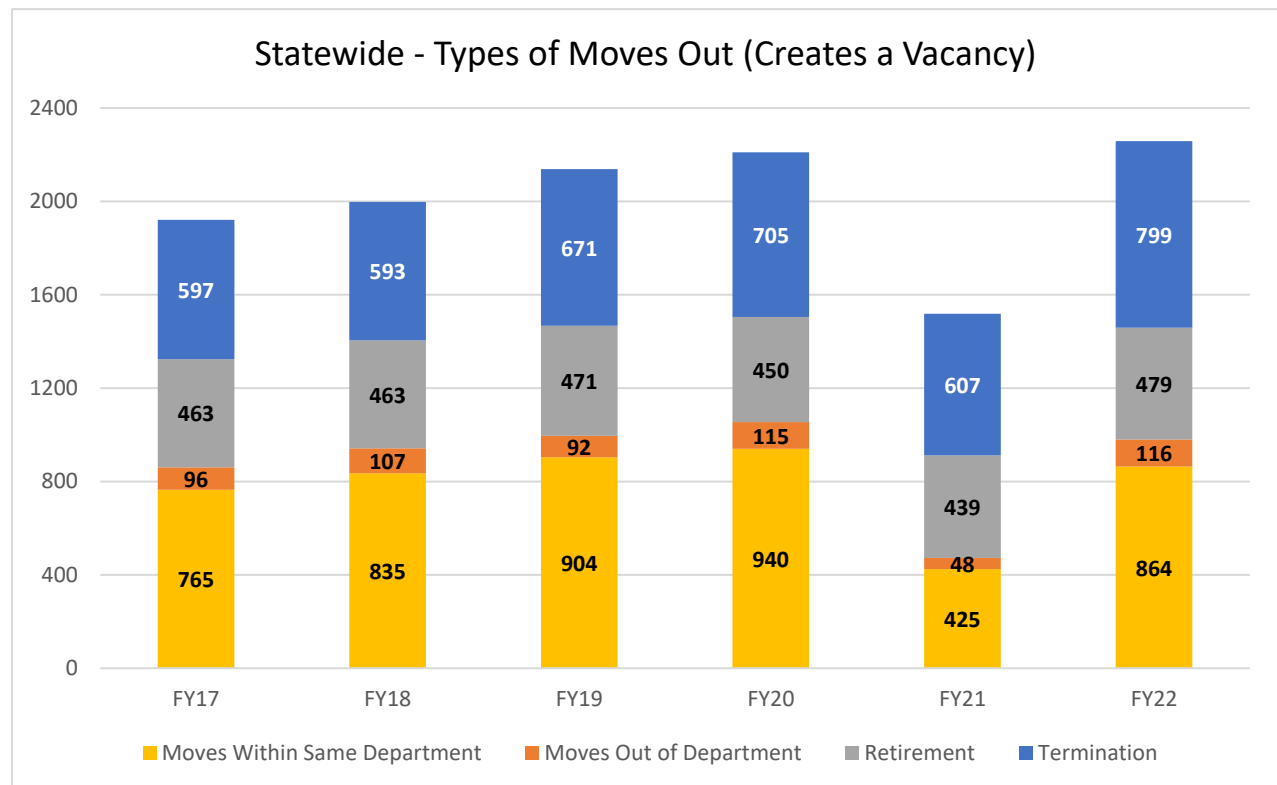
* Includes seasonal and emergency positions

^ Includes internal vacancy recruitments that departments are holding, prior to an external recruitment where the job is posted on DHRD’s website

DHRD tracks the movements of employees in, within, or out of a department. Table 2 shows the statewide count of types of moves out from fiscal year 2017 through fiscal year 2022 for all Executive Branch departments. Each “move out” creates a vacancy within the state.

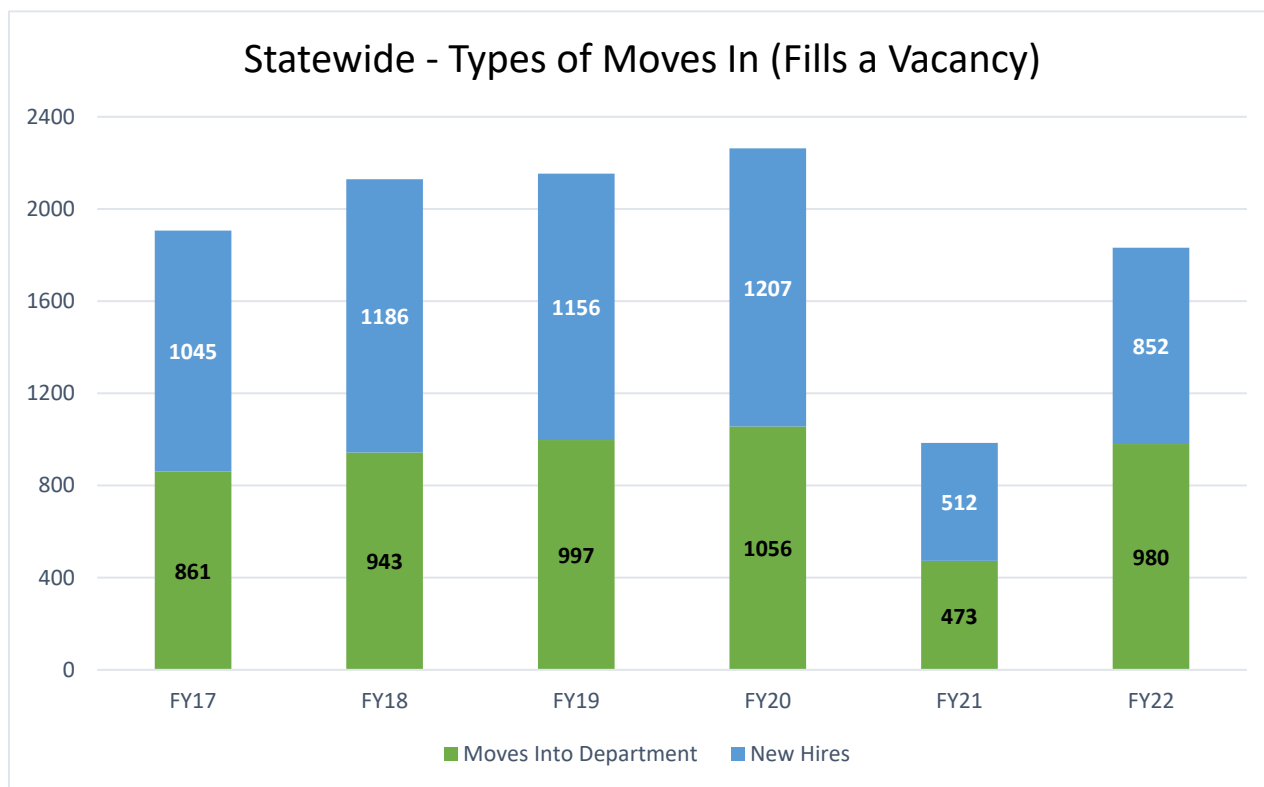
- Moves Within Same Department are transfers or promotions to permanent, civil service positions. This also includes moves from temporary/exempt/89-day hire appointments into permanent, civil service positions.
- Moves Out of Department means the employee moved to a different position in a different department or has left state government.
- Terminations include both voluntary and in-voluntary terminations.

Table 2: Statewide Types of Turnover and Moves Out from FY17 – FY22



Additionally, state employees quite often will transfer to a different department for professional growth or a higher paying opportunity. Table 3 displays the statewide total of types of moves into a department, either from the same department or different department, and new hires from fiscal year 2017 to fiscal year 2022. These moves fill a vacancy. The breakout of the moves in and out by department can be found in Appendix A.

Table 3: Statewide Types of Moves Into and New Hires from FY17 – FY22



Retirement Projections

DHRD’s annual State of Hawaii Workforce Profile Report submitted to the Legislature each year projects the eligible retirements for the Executive Branch workforce over the next five fiscal years.

Most employees who are eligible to retire have decades of service to the State of Hawaii and have been intimately involved in state operations for many years. It will be difficult, if not impossible, to replace this knowledge base. Additionally, when this happens, the ability of state government to provide services to the public and to other government agencies will be severely limited. This only highlights the need for succession planning to become a priority for the Executive Branch, as 33% of the workforce is eligible to retire in the next five years.

The challenge with succession planning in the Executive Branch lies with the state’s civil service merit-based system. Departments can’t hand-pick a successor for any position, even though they may be highly trained and the logical next leader, since there needs to be a competitive recruitment process for all government positions. Other ideas to provide and allow for succession planning have been floated but would need heavy financial support.

DHRD is developing curriculum to add to the statewide Learning Management System, available to all Executive Branch employees, to provide on-demand courses for professional development at all levels.

Table 4: FY2023 – FY2027 Retirement Projections

DEPT	TOTAL # OF EES IN THE DHRD PERSONNEL SYSTEM	# OF EES ELIGIBLE TO RETIRE (FY22)	FY23	FY24	FY25	FY26	FY27	# ELIGIBLE FOR RETIREMENT BY 06/30/2027	% OF DEPT. WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2027
AGR	249	50	12	3	5	4	8	82	32.93%
AGS	634	134	24	22	18	21	23	242	38.17%
ATG	607	134	12	23	21	17	17	224	36.90%
BUF	342	43	5	16	8	8	10	90	26.32%
BED	256	57	8	6	6	9	7	93	36.33%
CCA	459	61	19	14	21	15	17	147	32.03%
DEF	365	43	8	8	8	12	12	91	24.93%
GOV	36	6	0	0	1	1	1	9	25.00%
HHL	122	30	2	4	5	0	3	44	36.07%
HMS	1,747	266	78	64	64	49	55	576	32.97%
HRD	63	13	4	3	3	1	2	26	41.27%
HSPLS	427	80	17	14	18	13	13	155	36.30%
HTH	2,376	357	77	60	69	81	94	738	31.06%
LBR	508	85	16	13	12	7	13	146	28.74%
LNR	714	114	24	21	26	19	19	223	31.23%
LTG	10	0	0	0	1	0	0	1	10.00%
PSD	2,206	409	58	68	72	84	74	765	34.68%
TAX	304	59	12	11	13	8	6	109	35.86%
TRN	2,216	386	87	86	78	78	80	795	35.88%
TOTAL:	13,641	2,327	463	436	449	427	454	4,556*	33.40%

Source: State of Hawaii Workforce Profile Report, 2022

*Assumes no retirements of eligible employees prior to 06/27/2027.

Vacancies by Class of Work in Executive Branch

The State of Hawaii continues to have a high number of vacant positions in specific classes of work. The data shows the need to ramp up recruitment and retention efforts for these positions.

Table 5: Largest Vacancies by Class of Work/Series

Position Title	Number Vacant	% of Total
Office Assistant II, III, IV, V	428	9.45%
Adult Corrections Officer Recruit	193	4.26%
Human Services Professional I, II, III, IV, V, VI	142	3.14%
Engineer I, II, III, IV, V, VI	110	2.43%
Adult Corrections Officer III, IV, V, VI, VII	105	2.32%
Eligibility Worker I, II, III, IV, V	104	2.30%
Janitor I, II, III	90	1.99%
Secretary I, II, III, IV	88	1.94%
Librarian III, IV, V, VI	88	1.94%
General Laborer I, II, III	87	1.92%
Unemployment Insurance Call Center Representative	85	1.88%
Library Assistant III, IV & Technician V, VI, VII	81	1.79%
Registered Nurse II, III, IV, V, VI	76	1.68%
Unemployment Insurance COVID-19 Adjudicator	64	1.41%
Social Service Aid I & III, Assistant IV & V	60	1.33%
Program Specialist III, IV, V, VI	59	1.30%
Deputy Sheriff I, II, III	58	1.28%
Account Clerk II, III, IV, V	55	1.21%
Unemployment Insurance Specialist I, II, III, IV, V, VI	54	1.19%
Social Worker II, III, IV, V	48	1.06%
Information Technology Band A, B, C	48	1.06%
Accountant I, II, III, IV, V, VI	48	1.06%
Environmental Health Specialist II, III, IV, V, VI	47	1.04%
Building Maintenance Helper/Worker I & II	43	0.95%
Human Resources Technician VI & Assistant II, III, IV, V	41	0.91%
Planner I, IV, V, VI, VII	40	0.88%
Human Resources Specialist I, III, IV, V, VI	40	0.88%

HRMS Vacancy Report data as of November 1, 2022

Hele Imua State of Hawaii Internship Program

DHRD’s request for funding a new student summer internship program, strongly supported by all executive branch departments, did not receive funding during the 2022 Legislative Session. However, the Department of Labor and Industrial Relations (DLIR) received a sizable allocation and position counts to run another internship program. DLIR with help from DHRD has been working to set up and create a program structure for this new internship opportunity.

As of December 20, 2022, DLIR has received 139 intern applications from high school graduates, current college students, recent college graduates, and adults who have attained occupational training credential. And 46 Executive Branch offices have requested an intern placement.

DLIR will be screening intern applicants, verifying their suitability, and placing them in department assignments for a 12-week internship program. The interns may have an opportunity to extend their internship should funding be available.

Recommendations

The Act 57 Annual Report submitted to the 2021 Legislature identified 46 vacant positions in the Executive Branch that had remained unfilled for ten years or more. Of that number only three were abolished in the State Budget, Act 088 (SLH 2021). The Act 57 report submitted to the 2022 Legislature recommended abolishment of 66 positions that had been vacant for five years or more. The Legislature abolished one of those positions in Act 248 (SLH 2022). This year the report recommends the abolishment of 131 positions which have been vacant for four years or more, as of December 20, 2022.

Table 6: Count of Positions Recommended for Abolishment

AGR	AGS	DEF	EDN	HHL	HMS	HTH	LBR	LNR	PSD	TAX	TRN	TOTAL
1	8	1	14	10	12	30	6	4	7	3	35	131

In August 2022, each Executive Branch department was provided a list of their vacant positions that have been sitting unused for more than four years. As DHRD continued discussions with departments and reviewed their justifications for those vacancies, many positions were still showing up in the HR system even though they had been abolished several years prior. Departments were then asked to clean up their entries to reflect accurate position counts.

As of December 20, 2022, 302 civil service positions have been vacant for four years or more. 171 of these positions are in the process of recruiting, re-organizing, or are awaiting approval to hire. This leaves 131 vacant positions recommended for abolishment.

The specific position titles and departmental justifications for these vacancies that are recommended for abolishment can be found in Appendix B.

Conclusion

As the state's economy recovered from the COVID-19 global pandemic, the Executive Branch saw a small increase in budgeted civil service positions in 2021. The 15-month Executive Branch hiring freeze was lifted in July 2021, likely contributing to the pent-up demand for recruitment at all levels. As such, departments have spent much of 2022 rapidly trying to fill their vacant positions. However, year after year, employees are changing positions or leaving state service faster than departments can fill vacancies, causing the vacancy rate to increase.

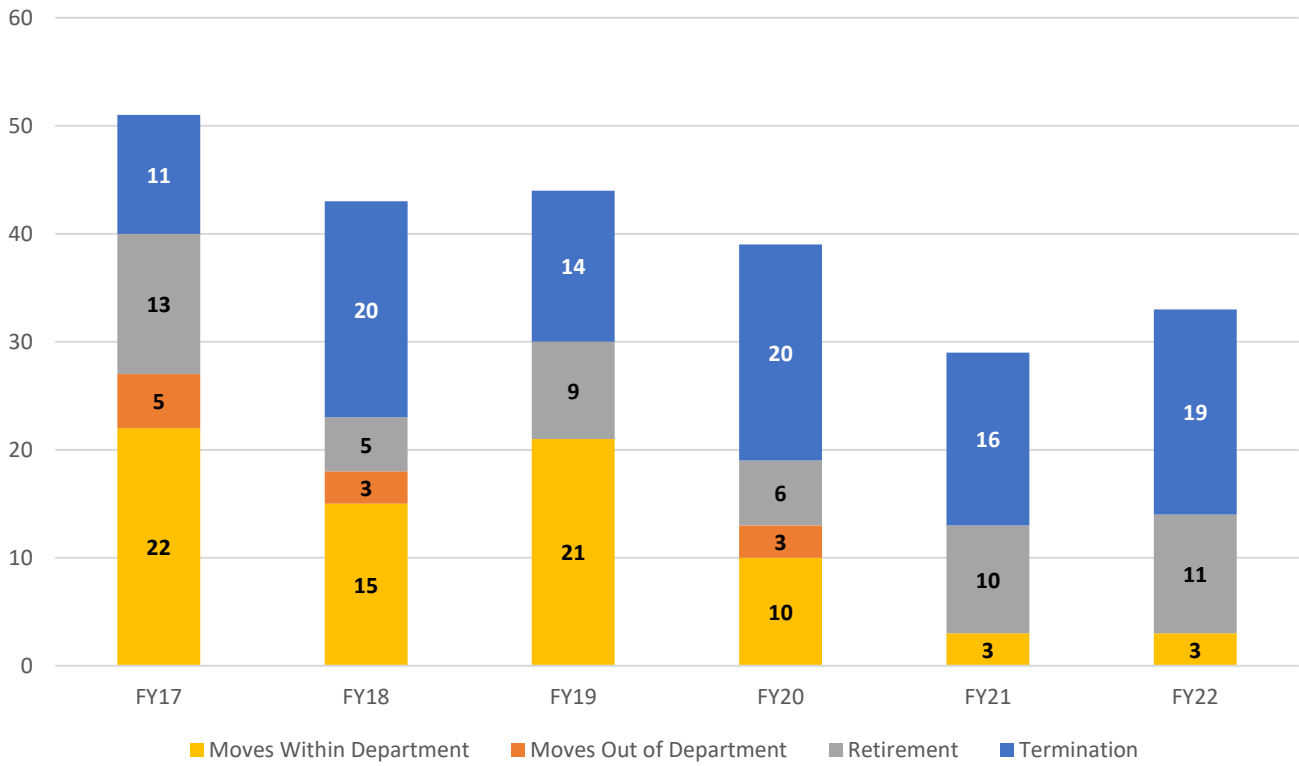
In addition, the Executive Branch still faces a workforce that is 15-30% eligible to retire every year for the next five years. Institutional knowledge is crucial in an organization the size of the Executive Branch and all that knowledge will leave with the retiring employee if succession plans aren't being created and promotional growth opportunities aren't available for state employees.

As DHRD and the Executive Branch face a transition in department and governmental leadership, DHRD remains committed to creating and providing value to the State of Hawaii Executive Branch by supporting agencies with their human resources needs and supporting employees with opportunities for professional development.

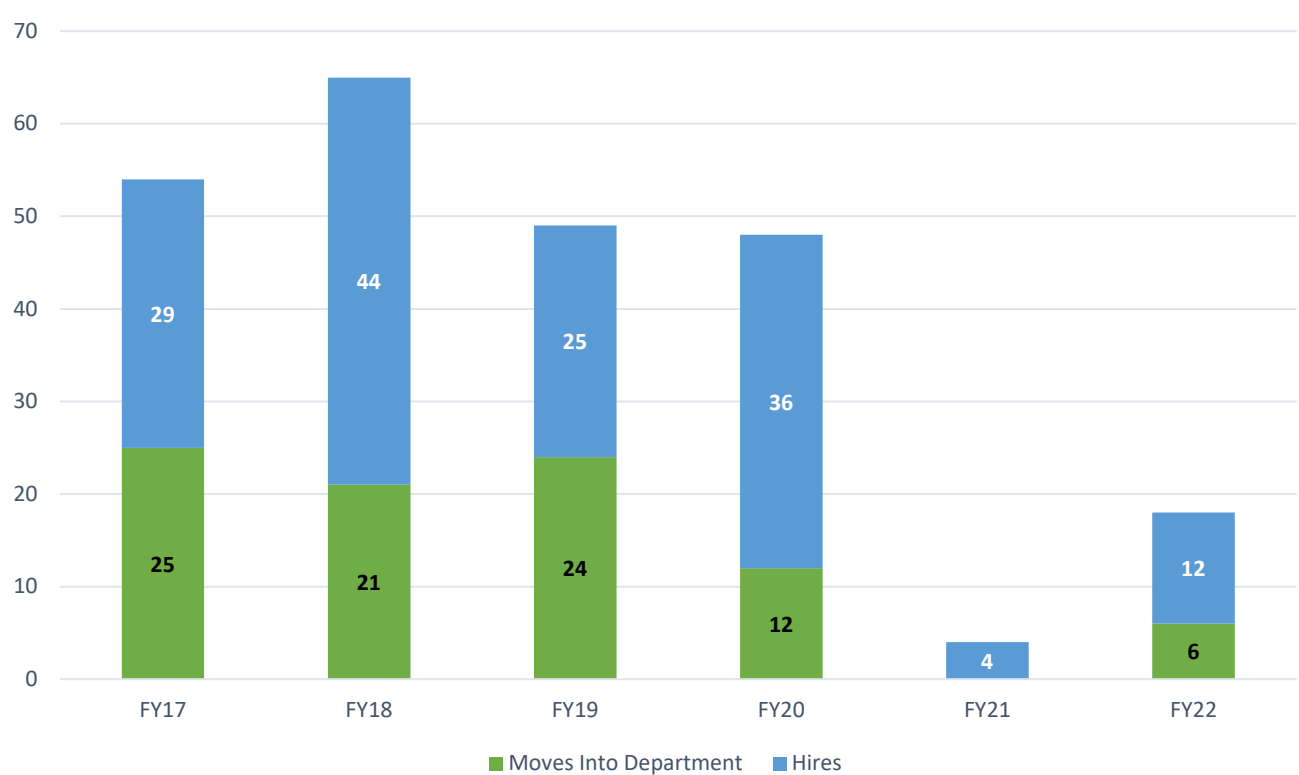
APPENDIX A

DEPARTMENT OF AGRICULTURE (AGR)

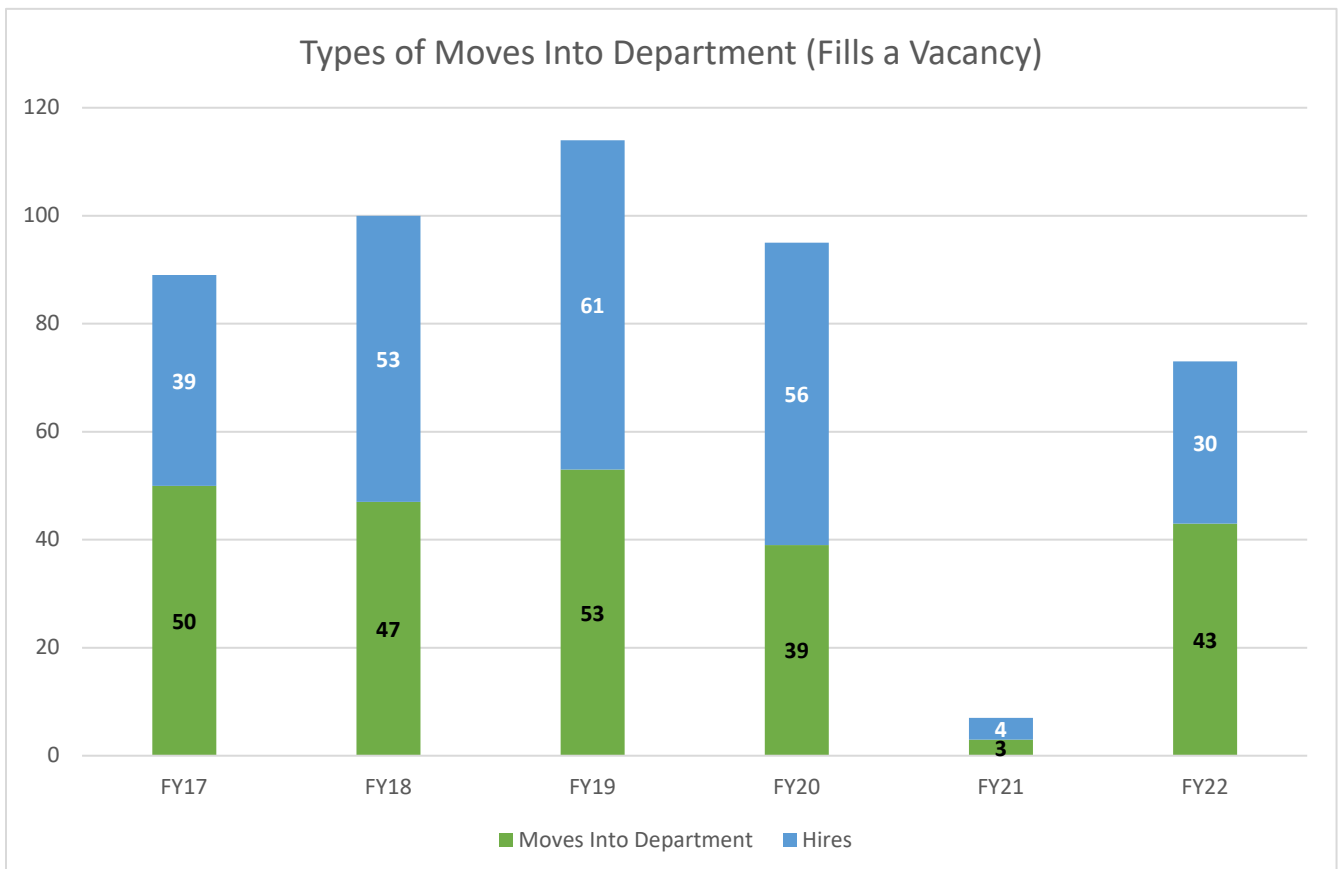
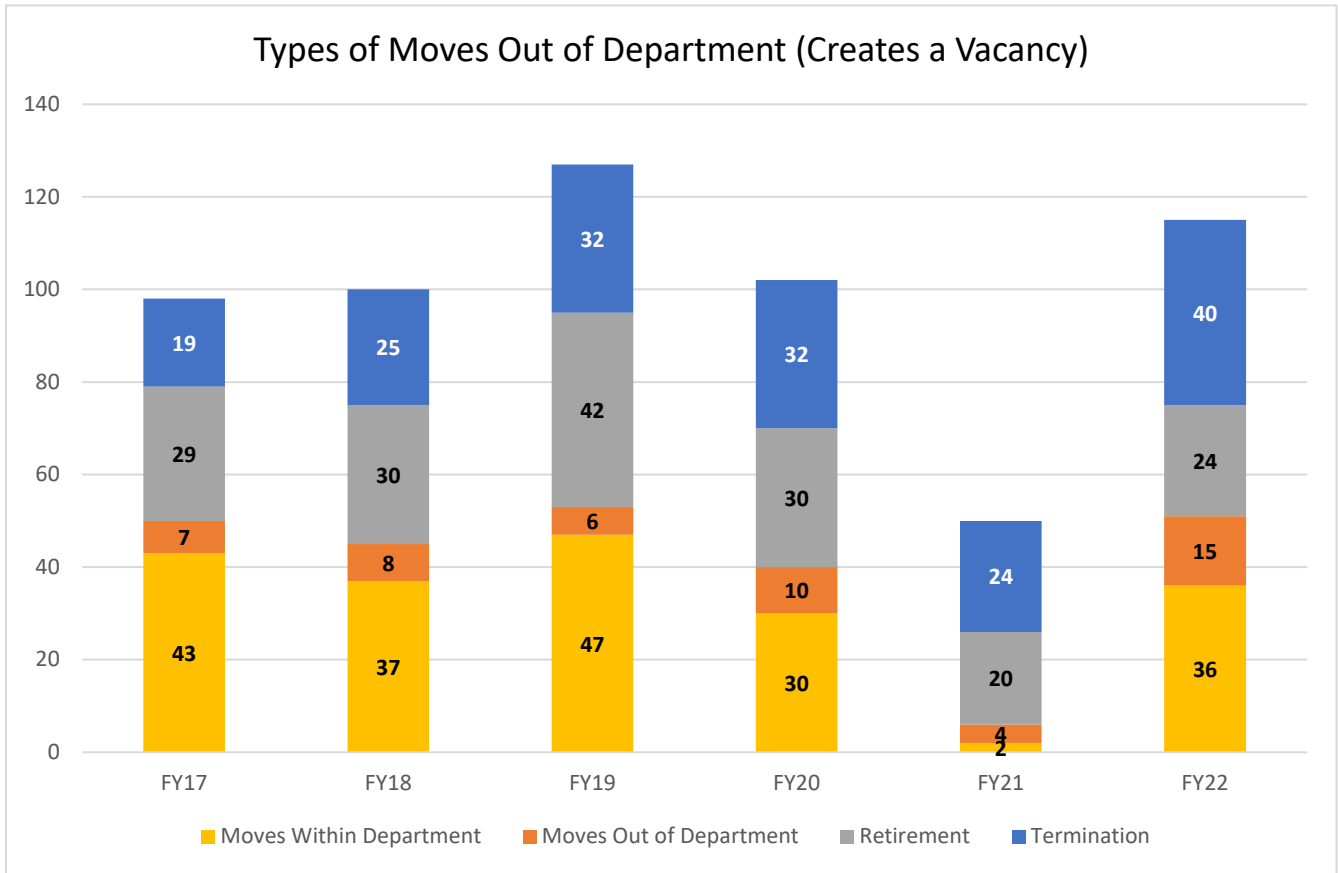
Types of Moves Out of Department (Creates a Vacancy)



Types of Moves Into Department (Fills a Vacancy)

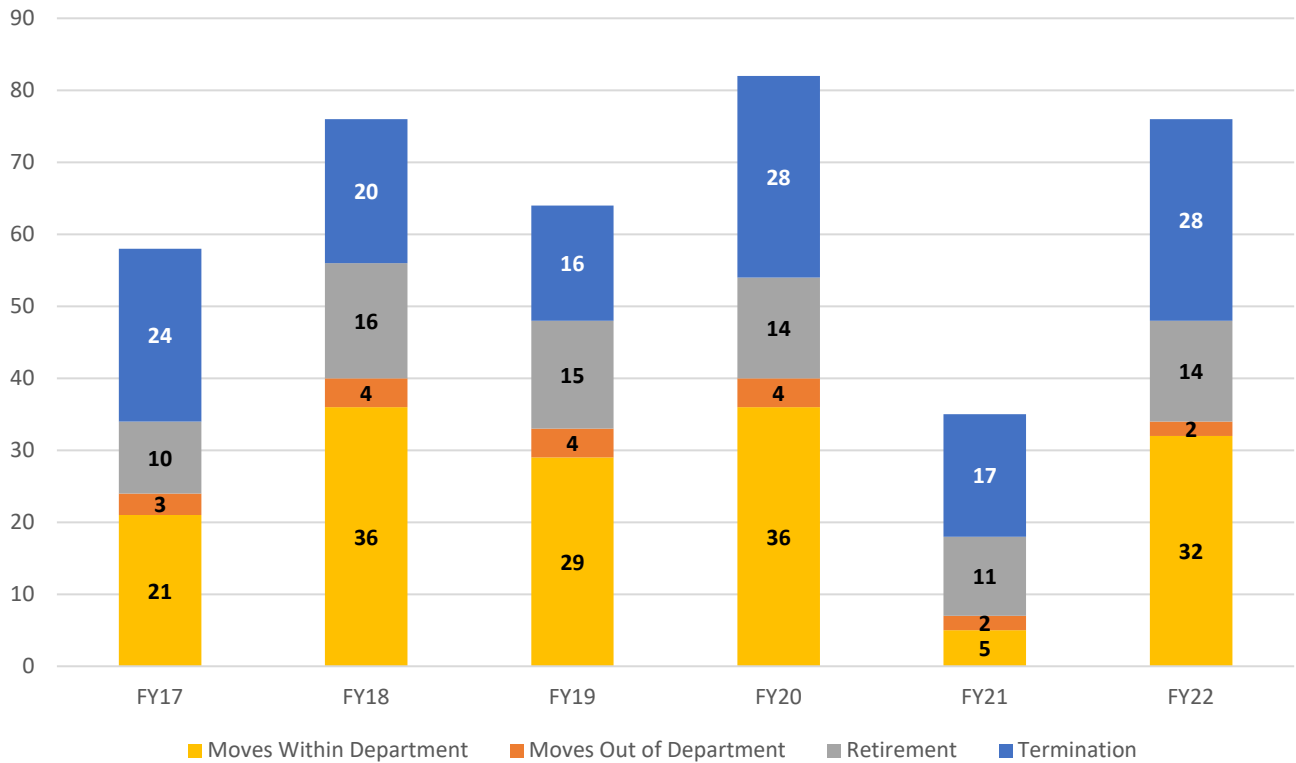


DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES (AGS)

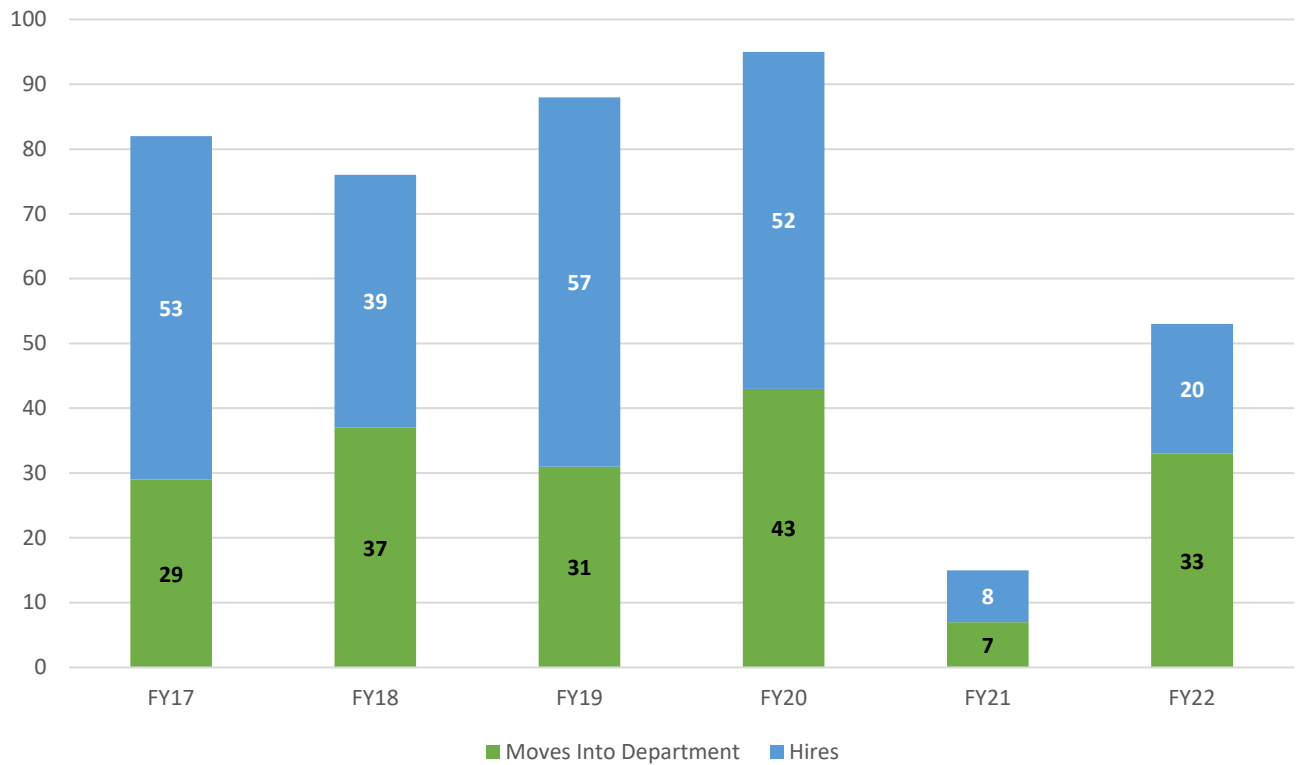


DEPARTMENT OF THE ATTORNEY GENERAL (ATG)

Types of Moves Out of Department (Creates a Vacancy)

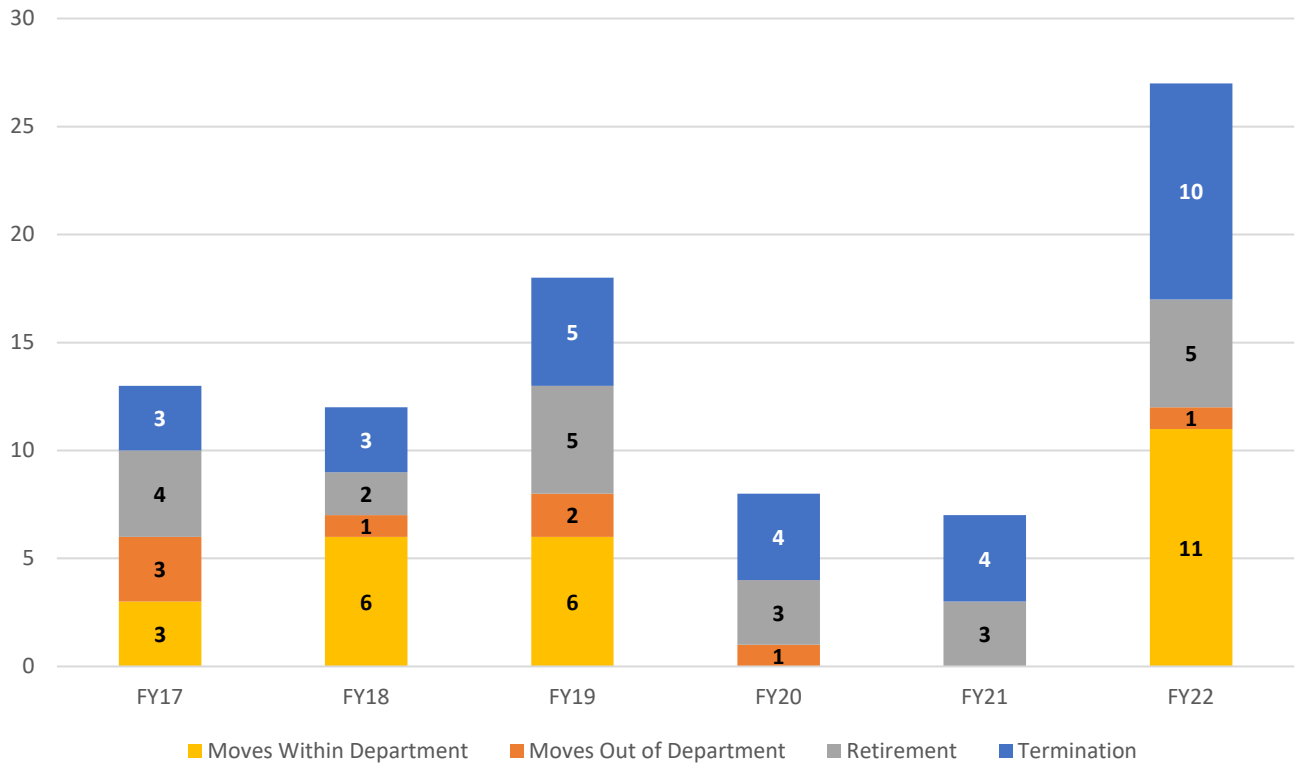


Types of Moves Into Department (Fills a Vacancy)

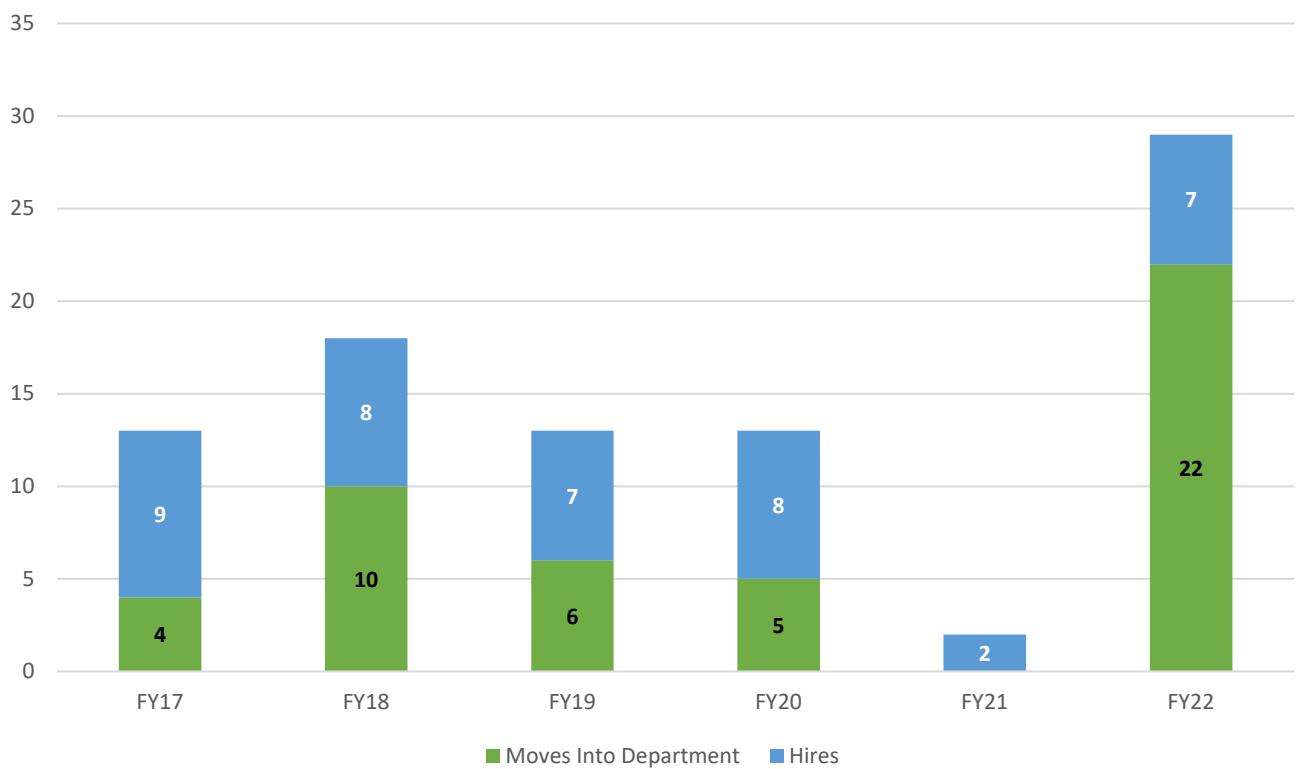


DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT & TOURISM (BED)

Types of Moves Out of Department (Creates a Vacancy)

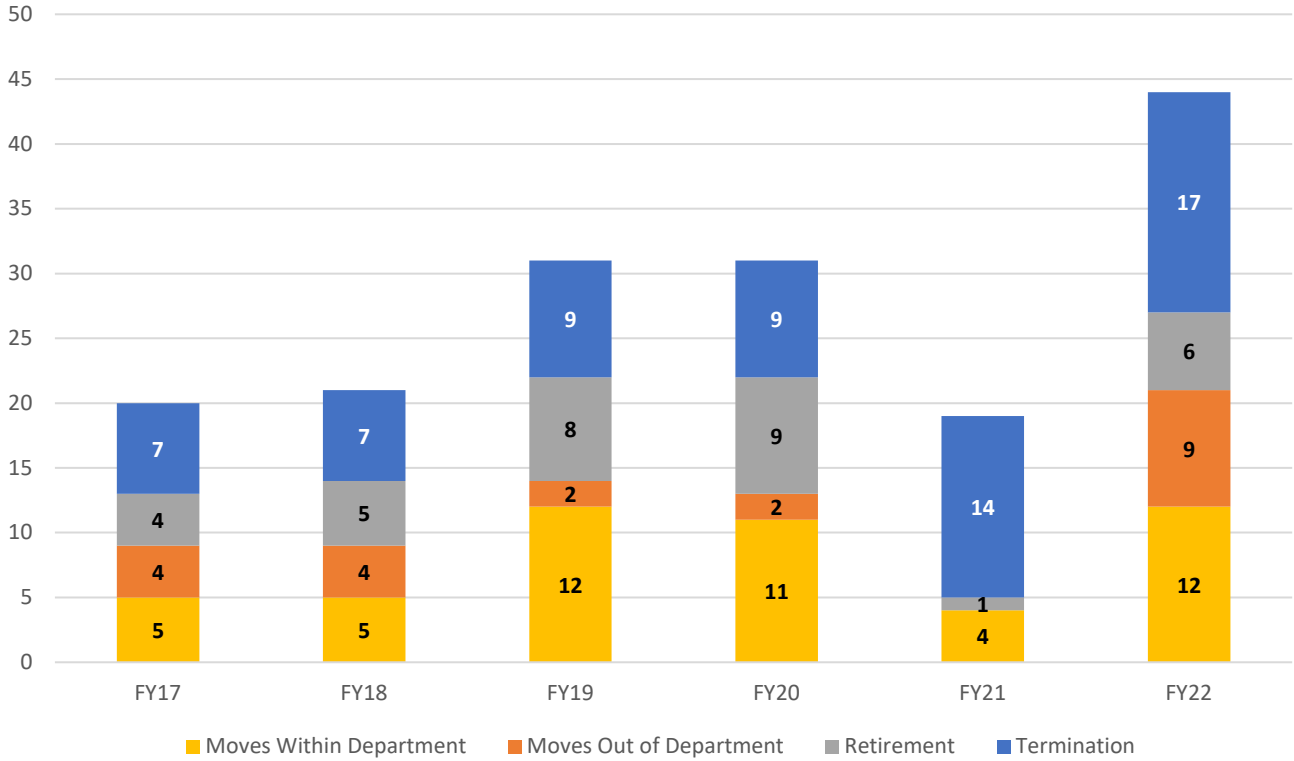


Types of Moves Into Department (Fills a Vacancy)

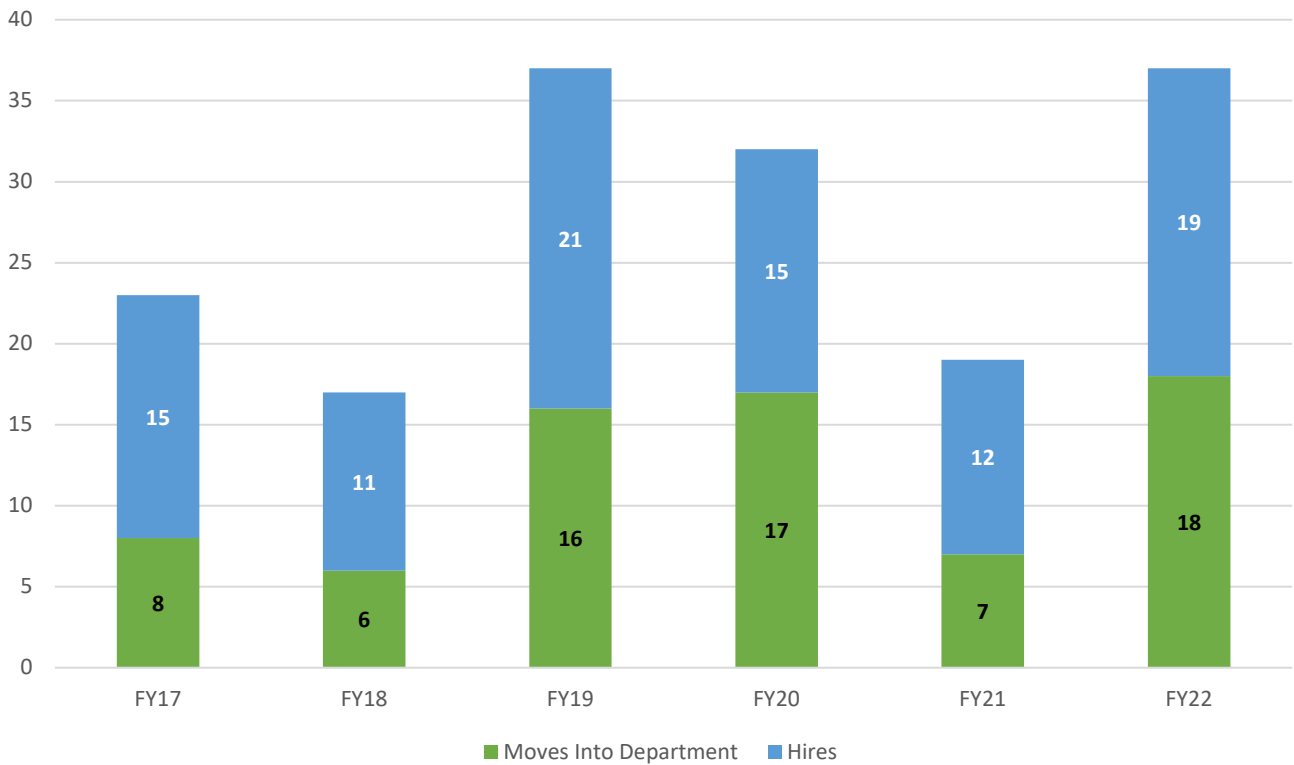


DEPARTMENT OF BUDGET AND FINANCE (BUF)

Types of Moves Out of Department (Creates a Vacancy)

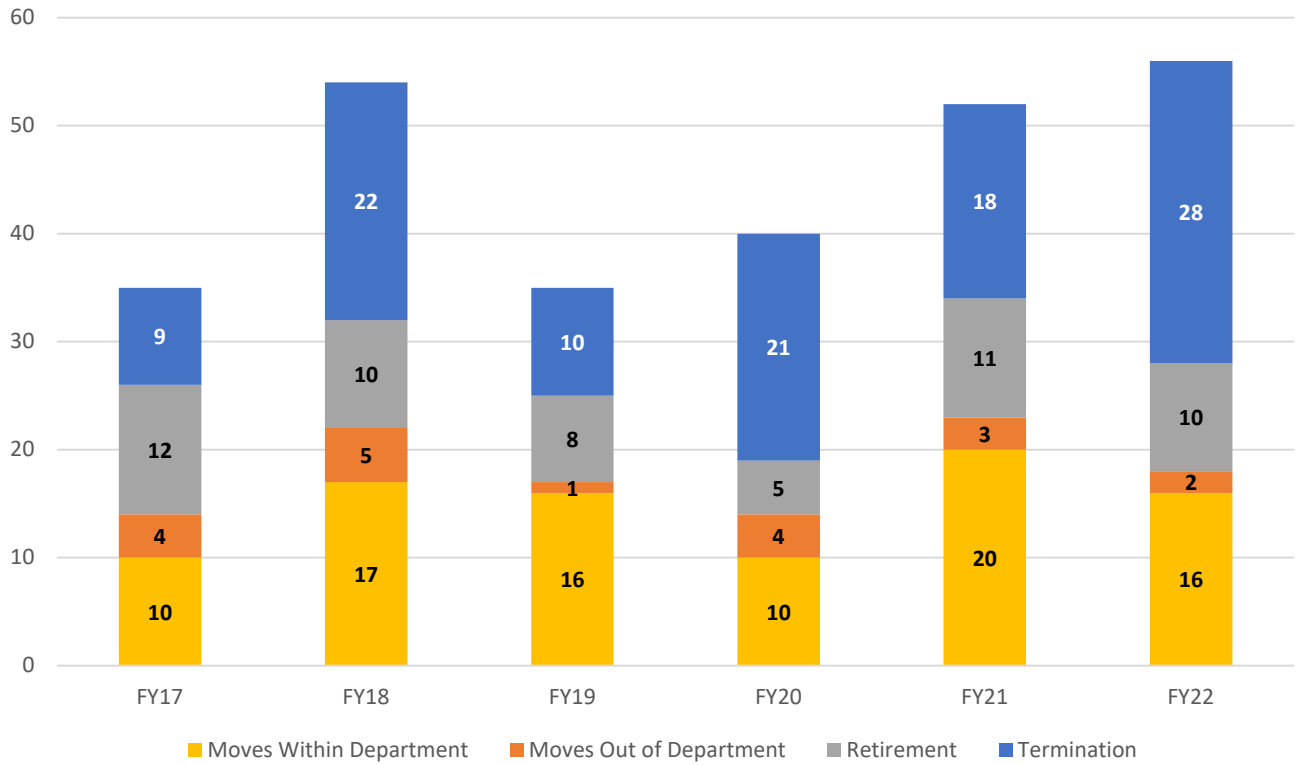


Types of Moves Into Department (Fills a Vacancy)

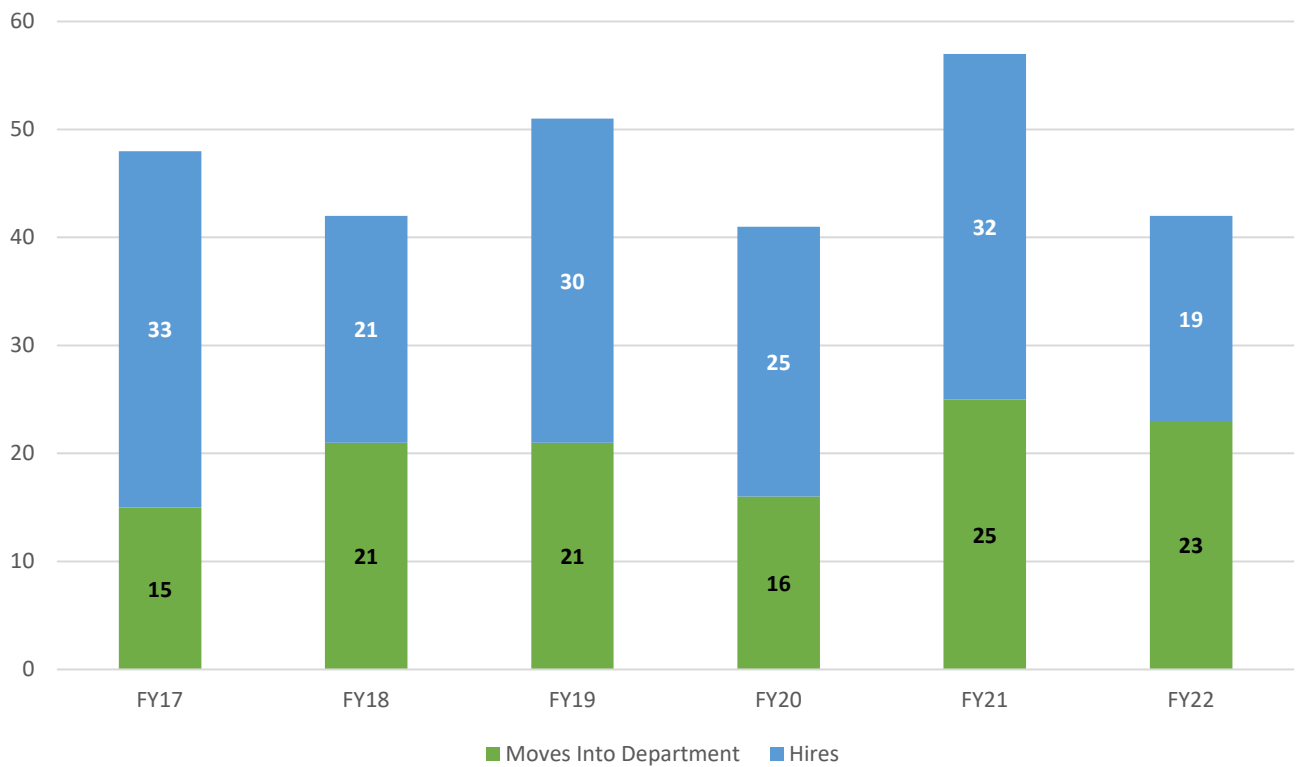


DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS (CCA)

Types of Moves Out of Department (Creates a Vacancy)

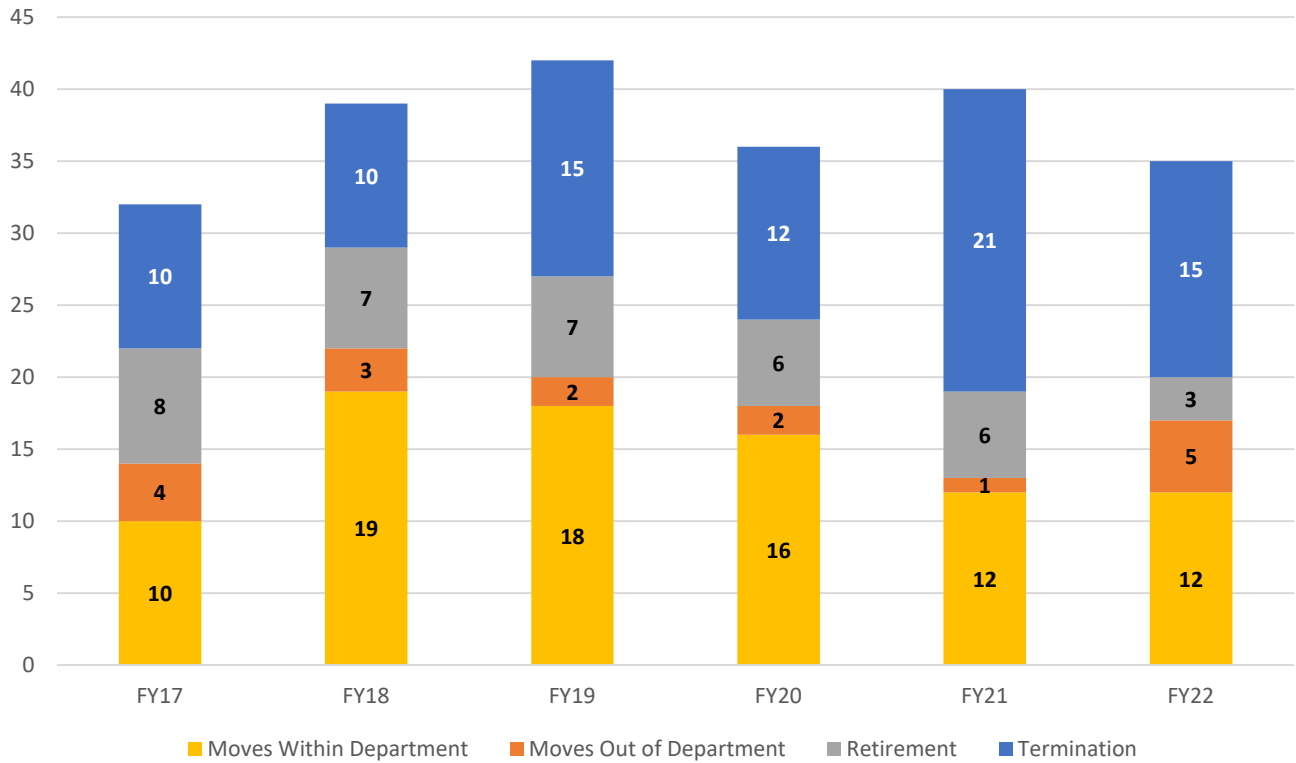


Types of Moves Into Department (Fills a Vacancy)

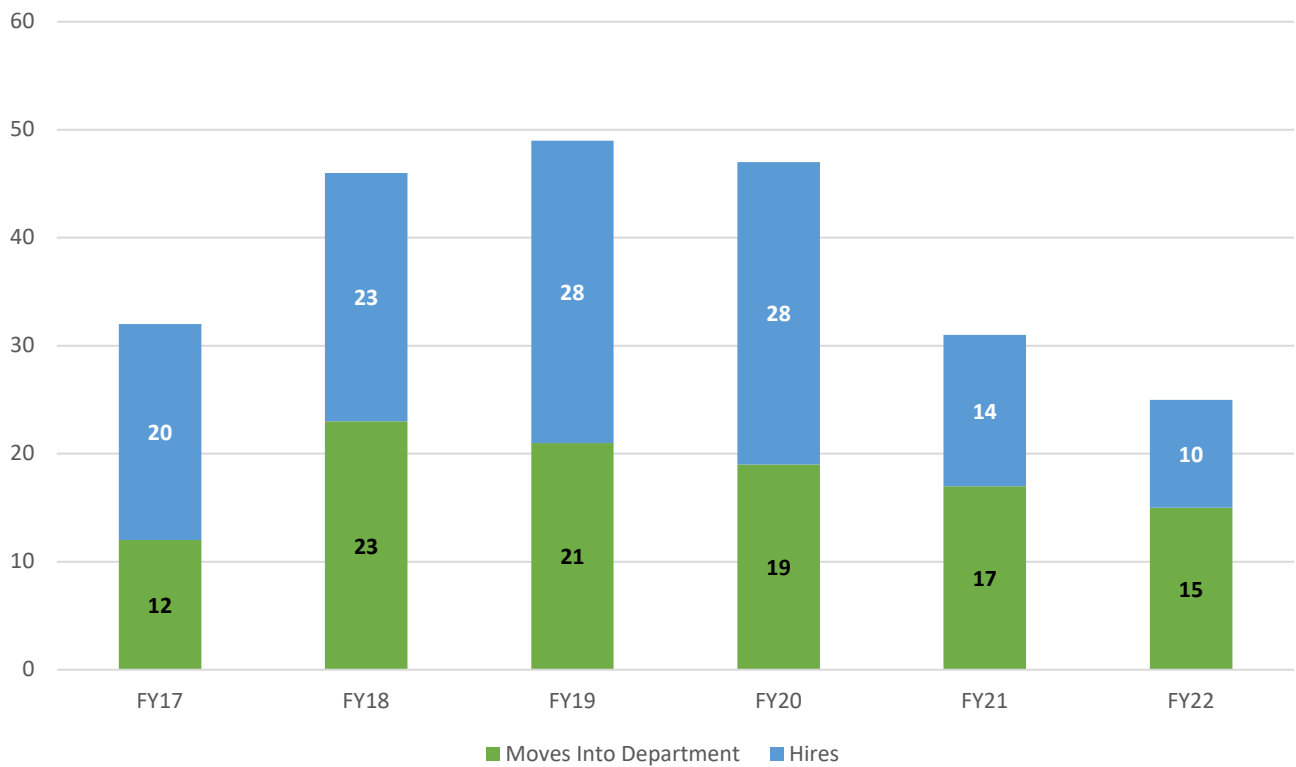


DEPARTMENT OF DEFENSE (DEF)

Types of Moves Out of Department (Creates a Vacancy)

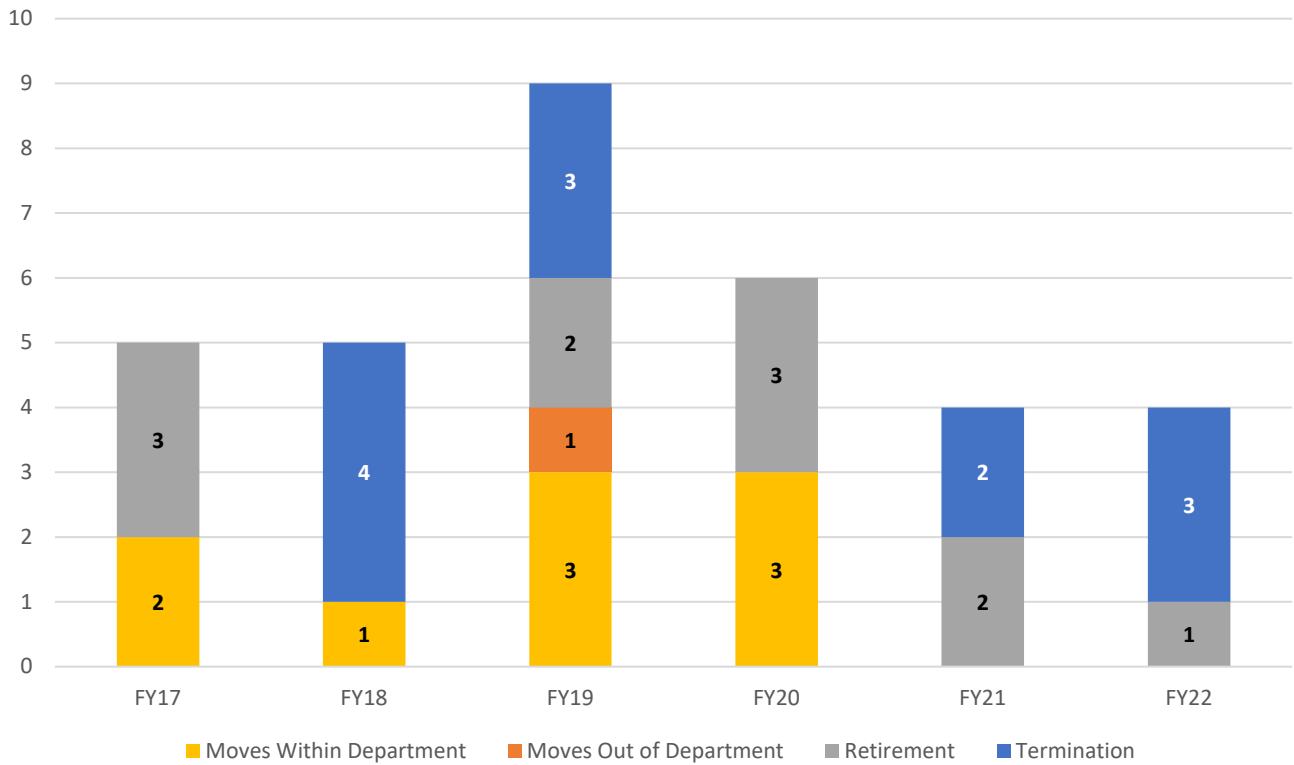


Types of Moves Into Department (Fills a Vacancy)

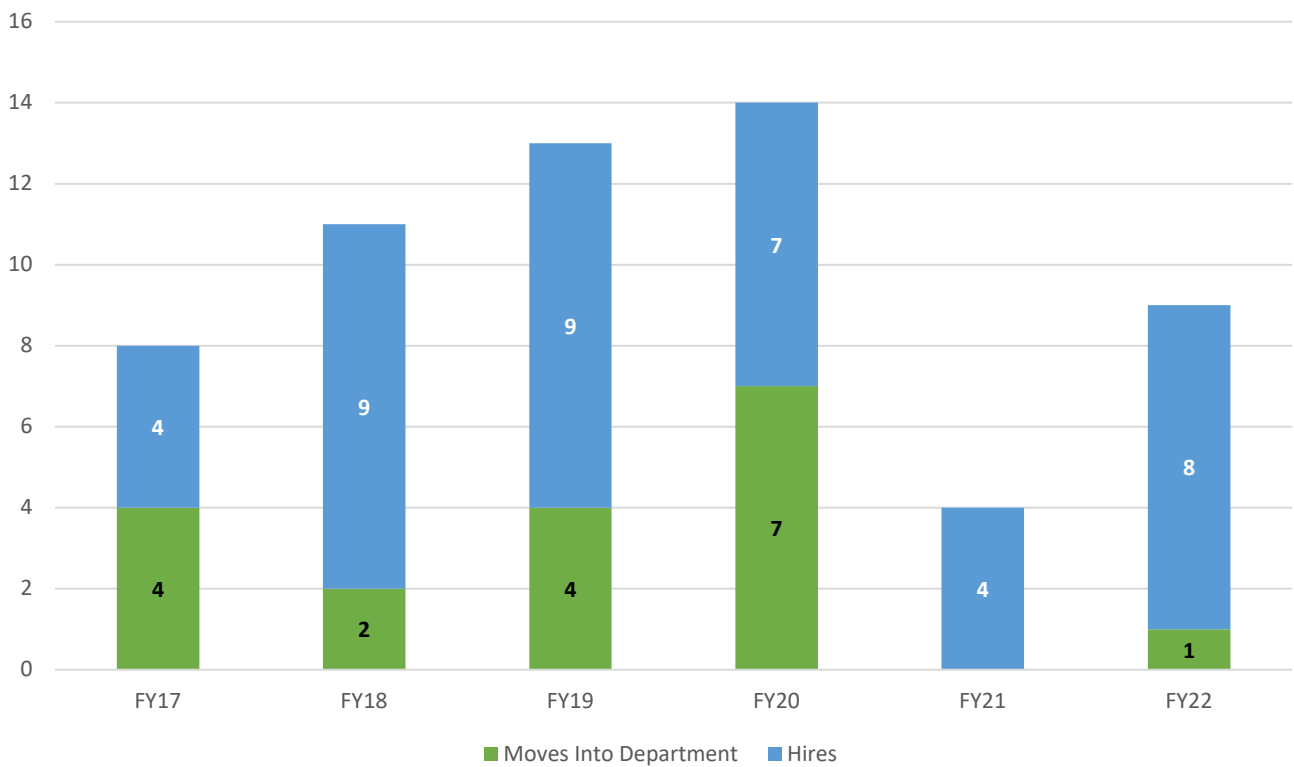


DEPARTMENT OF HAWAIIAN HOME LANDS (HHL)

Types of Moves Out of Department (Creates a Vacancy)

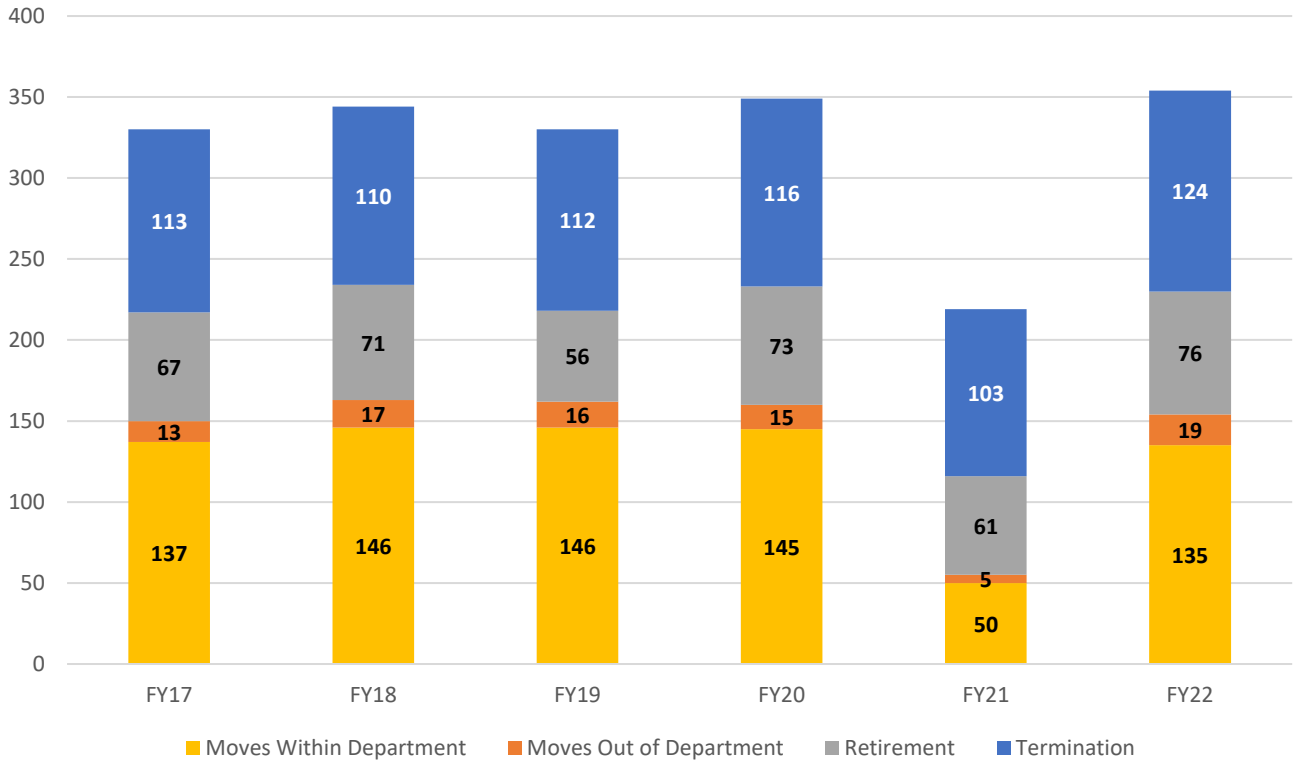


Types of Moves Into Department (Fills a Vacancy)

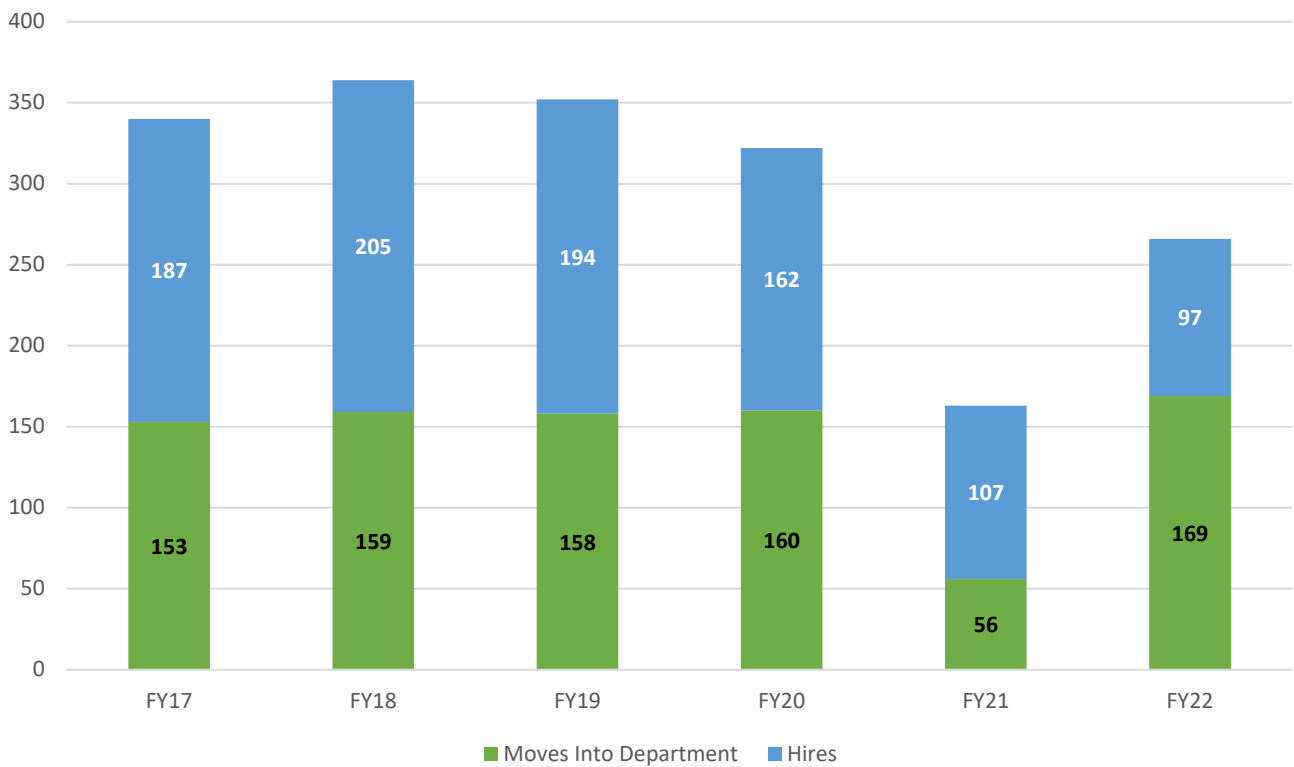


DEPARTMENT OF HUMAN SERVICES (HMS)

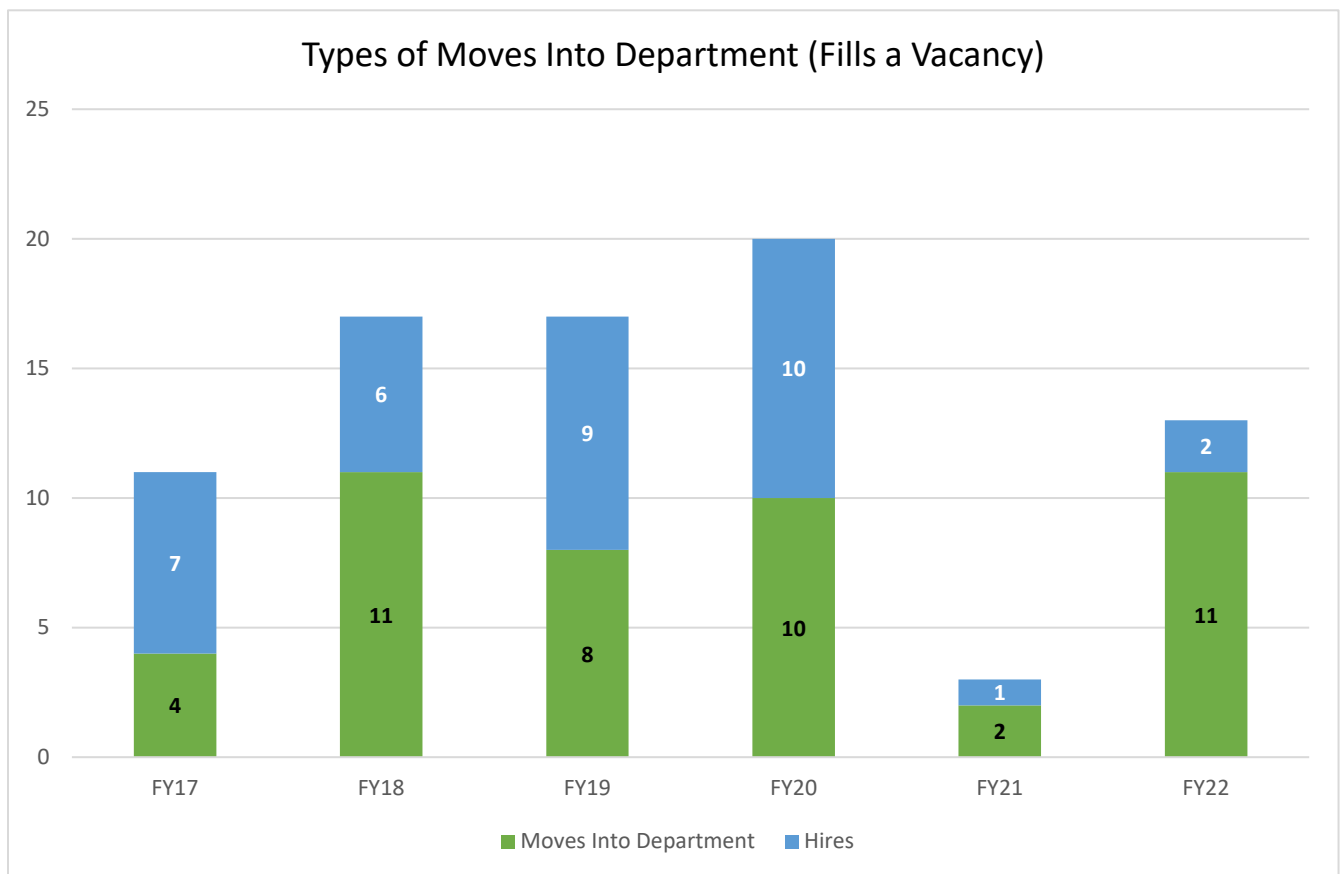
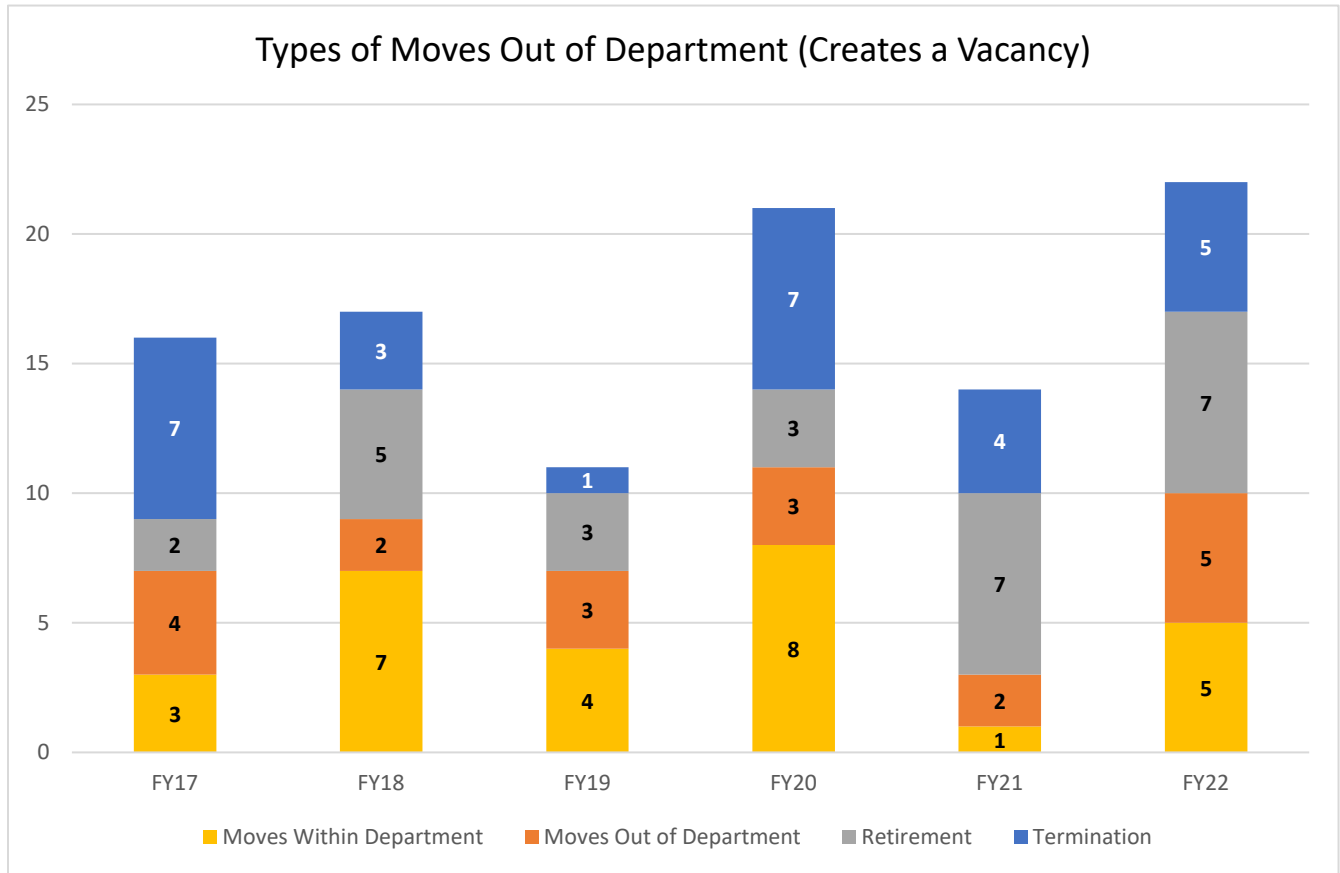
Types of Moves Out of Department (Creates a Vacancy)



Types of Moves Into Department (Fills a Vacancy)

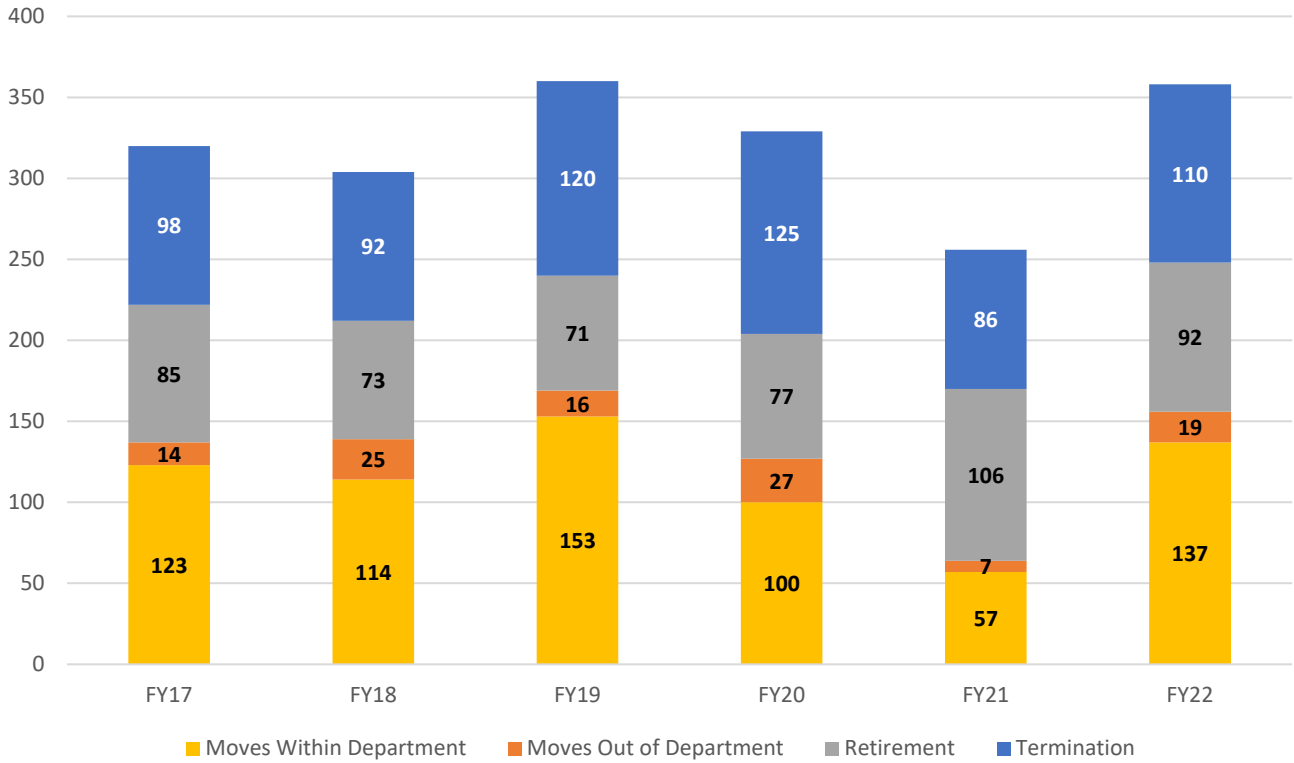


DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT (HRD)

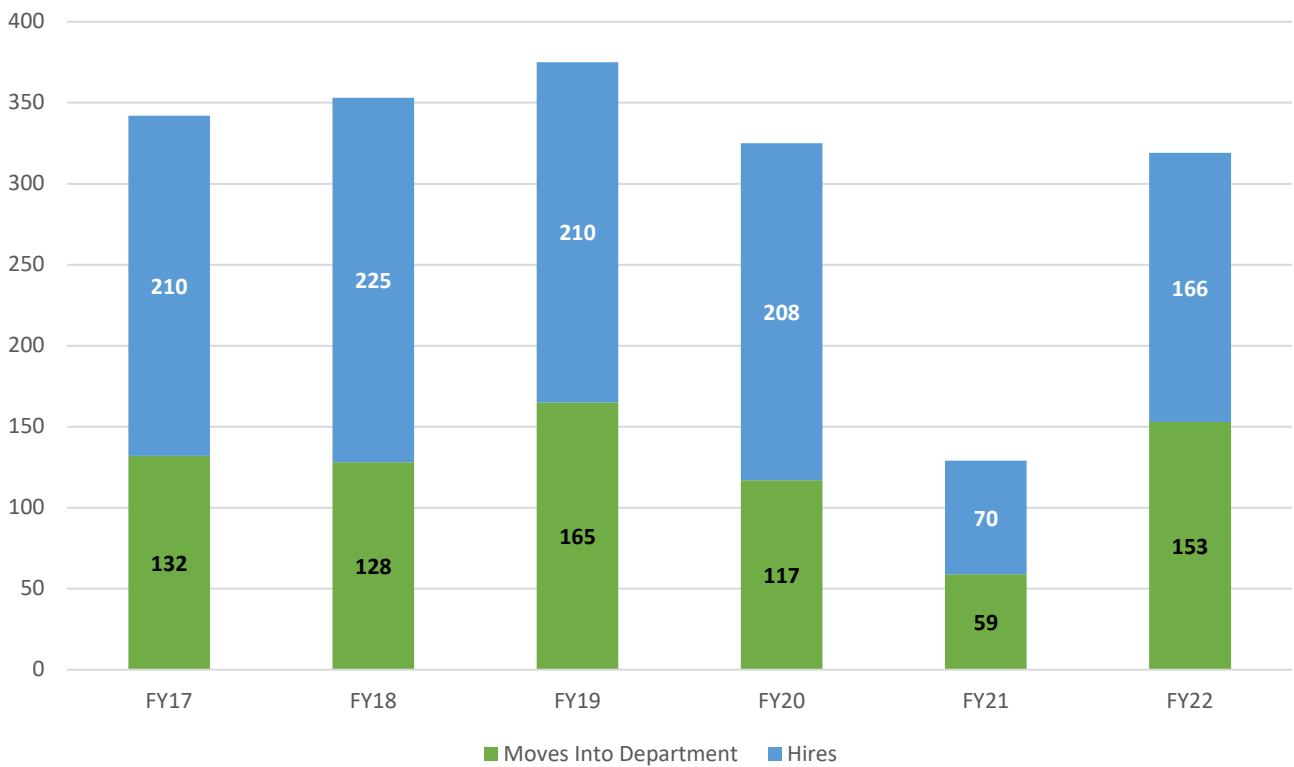


DEPARTMENT OF HEALTH (HTH)

Types of Moves Out of Department (Creates a Vacancy)

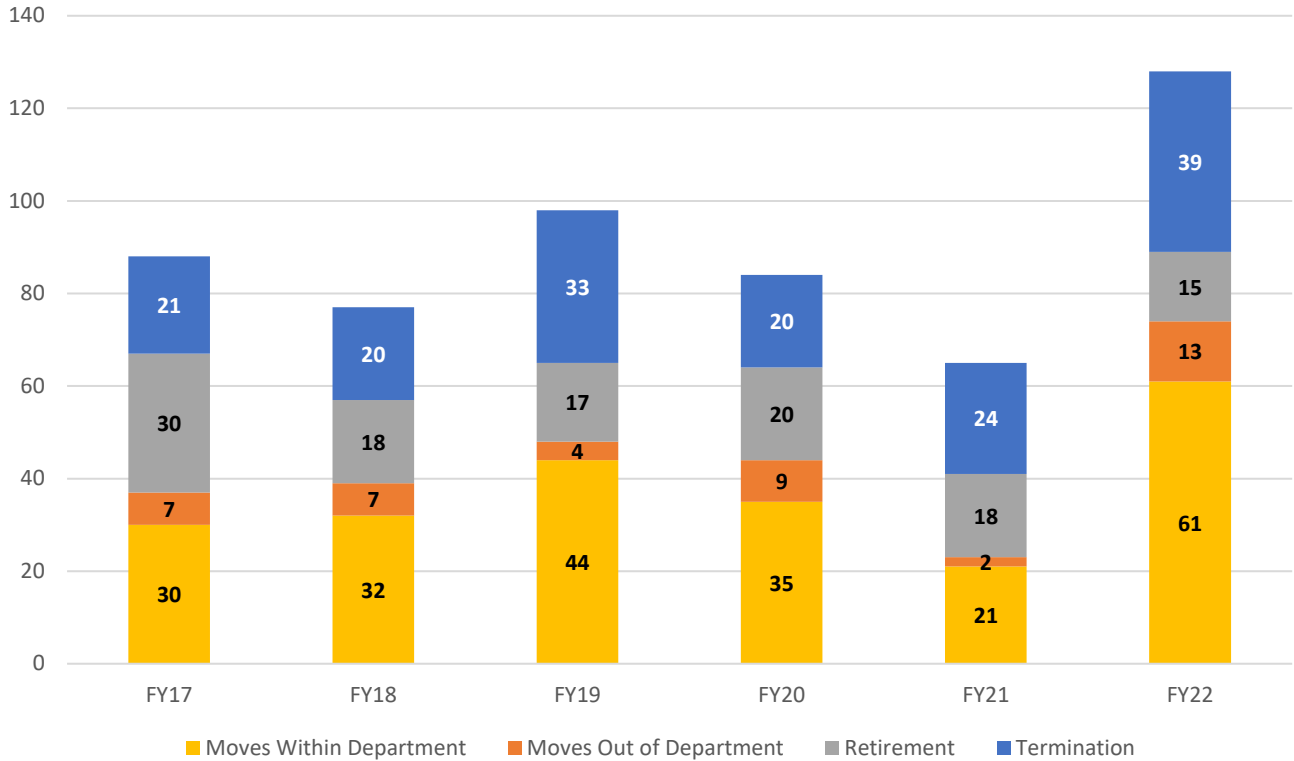


Types of Moves Into Department (Fills a Vacancy)

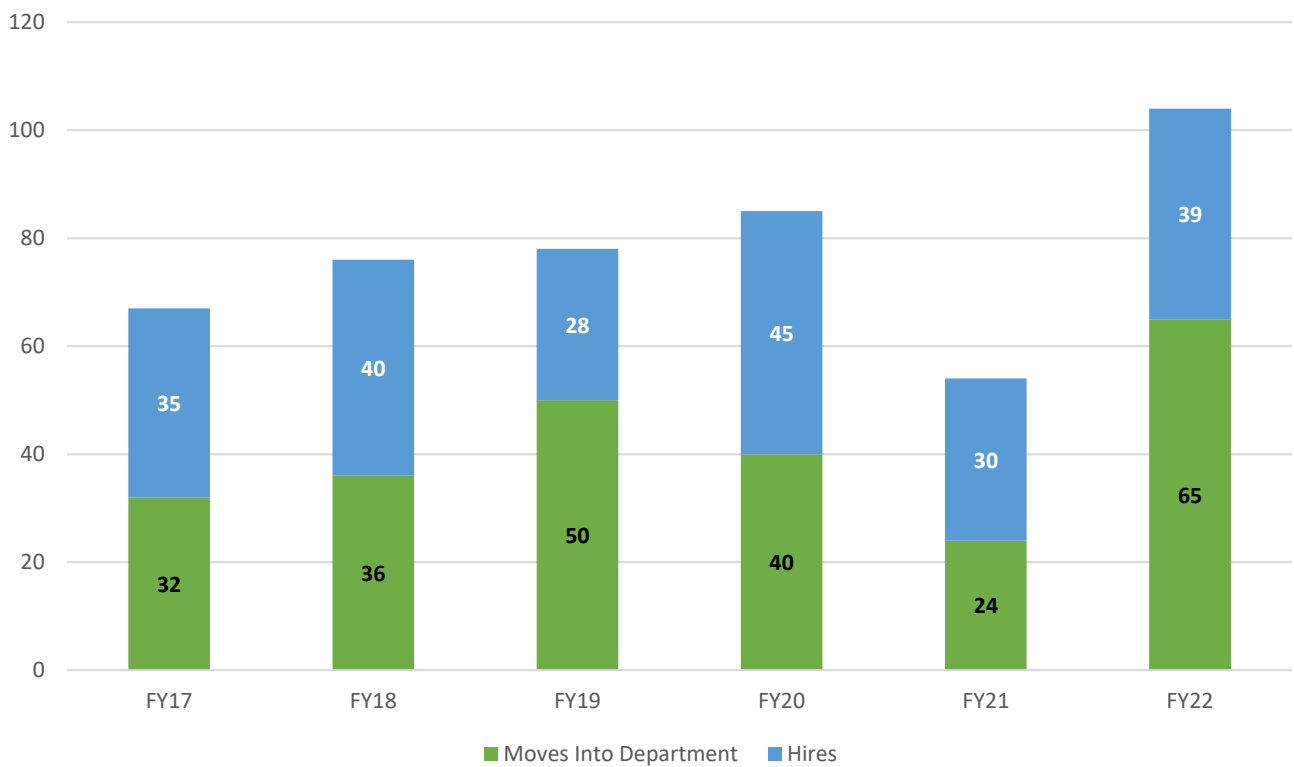


DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS (LBR)

Types of Moves Out of Department (Creates a Vacancy)

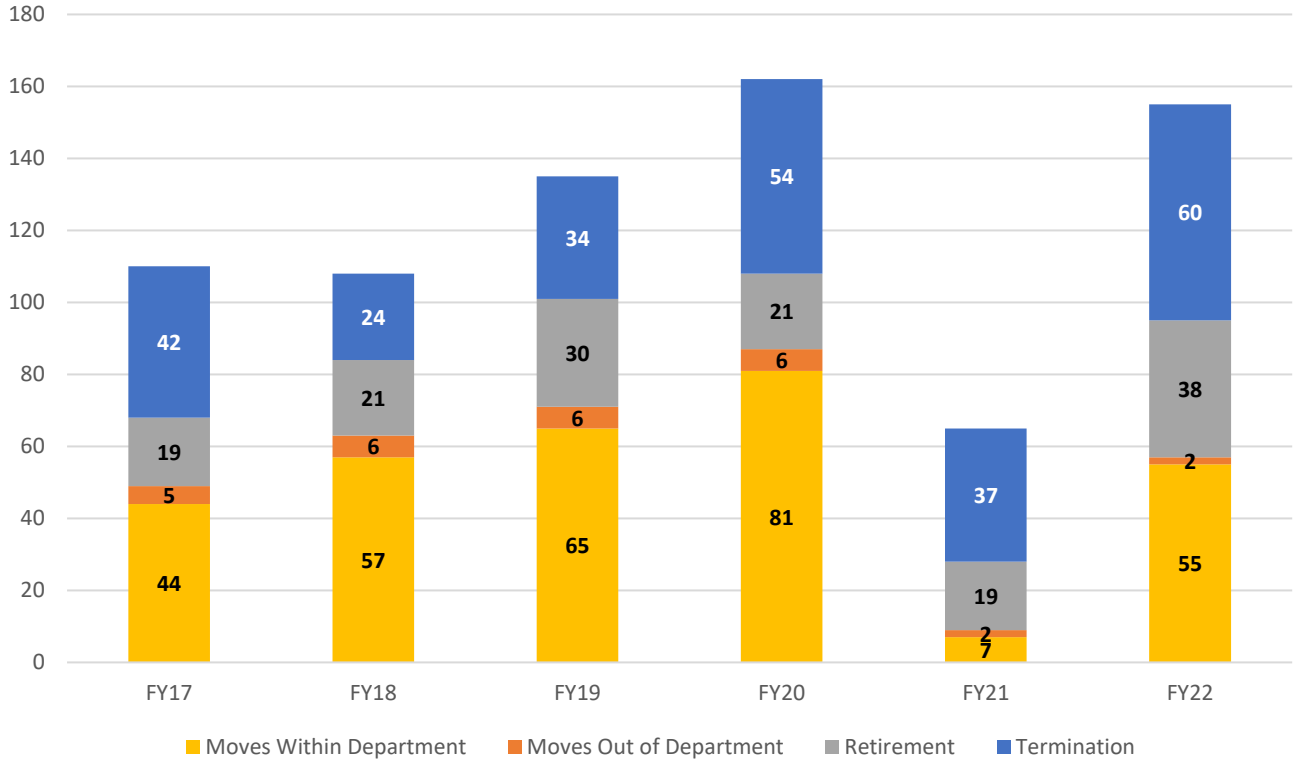


Types of Moves Into Department (Fills a Vacancy)

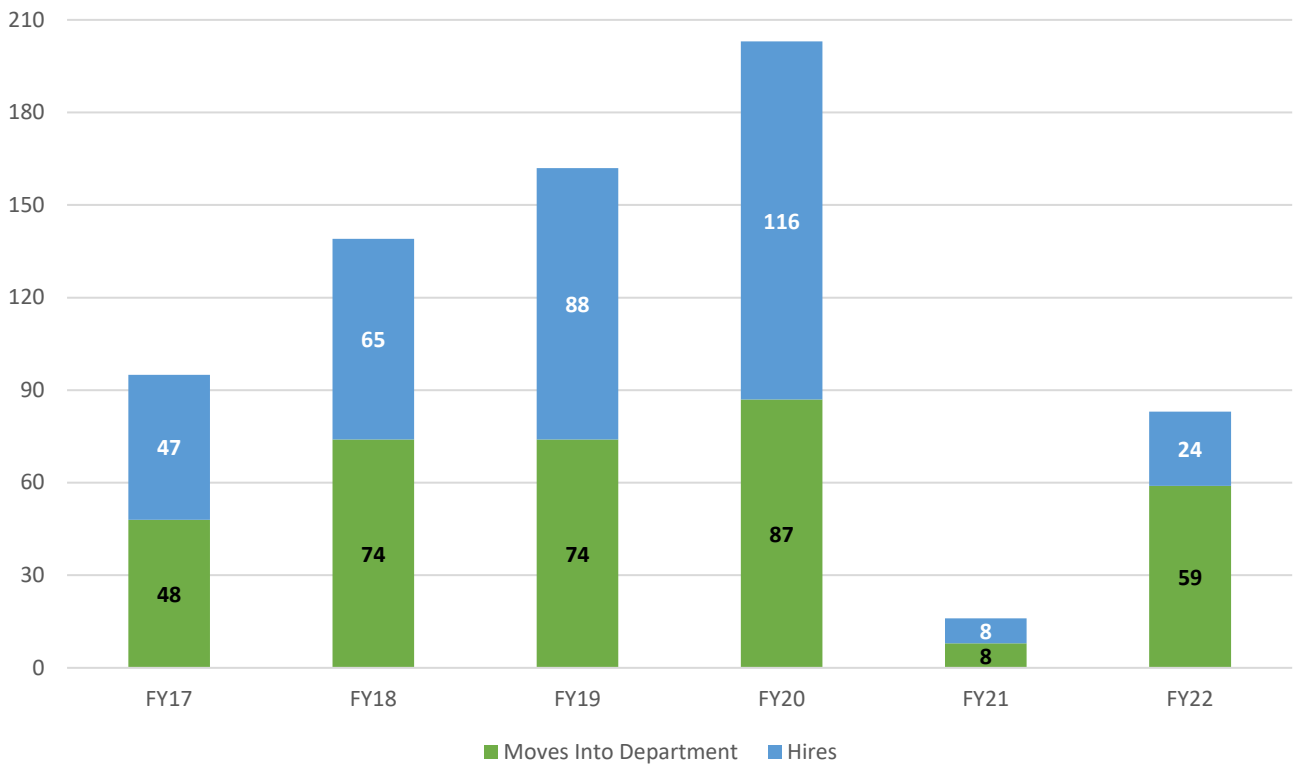


DEPARTMENT OF LAND AND NATURAL RESOURCES (LNR)

Types of Moves Out of Department (Creates a Vacancy)

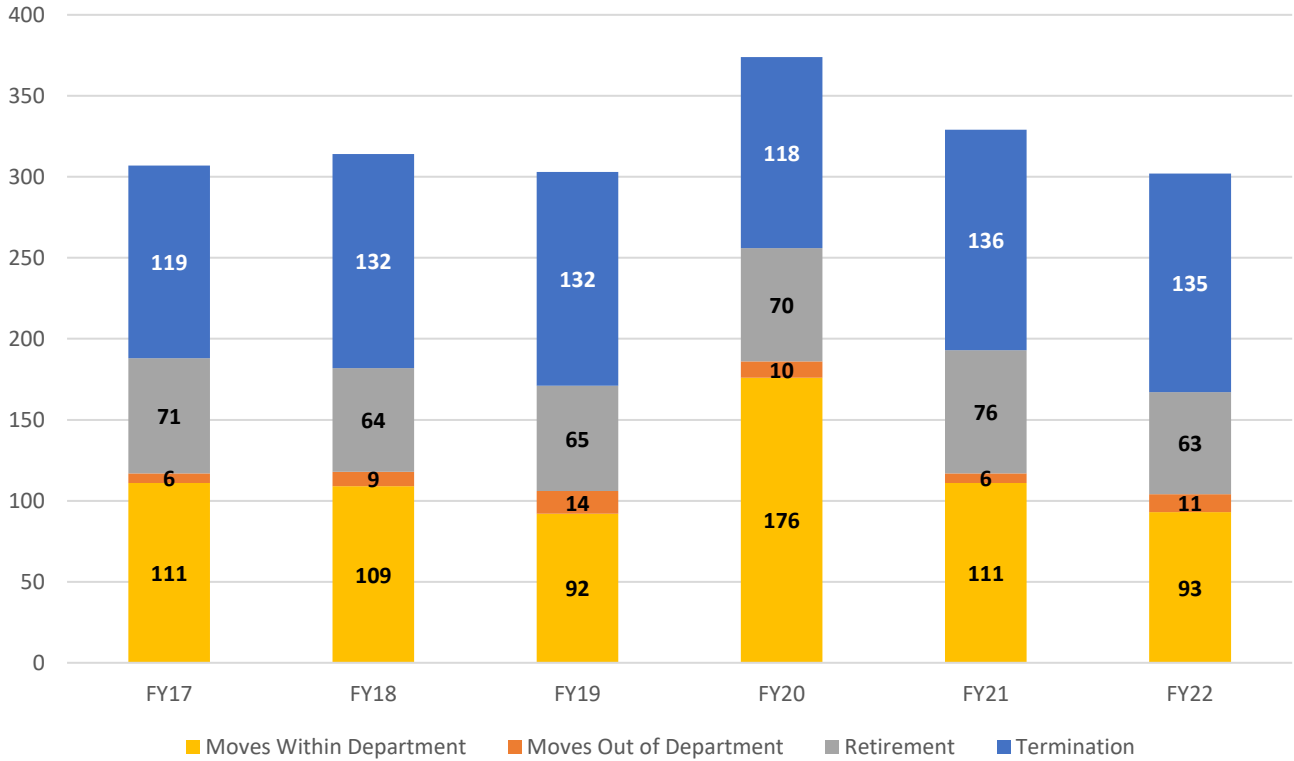


Types of Moves Into Department (Fills a Vacancy)

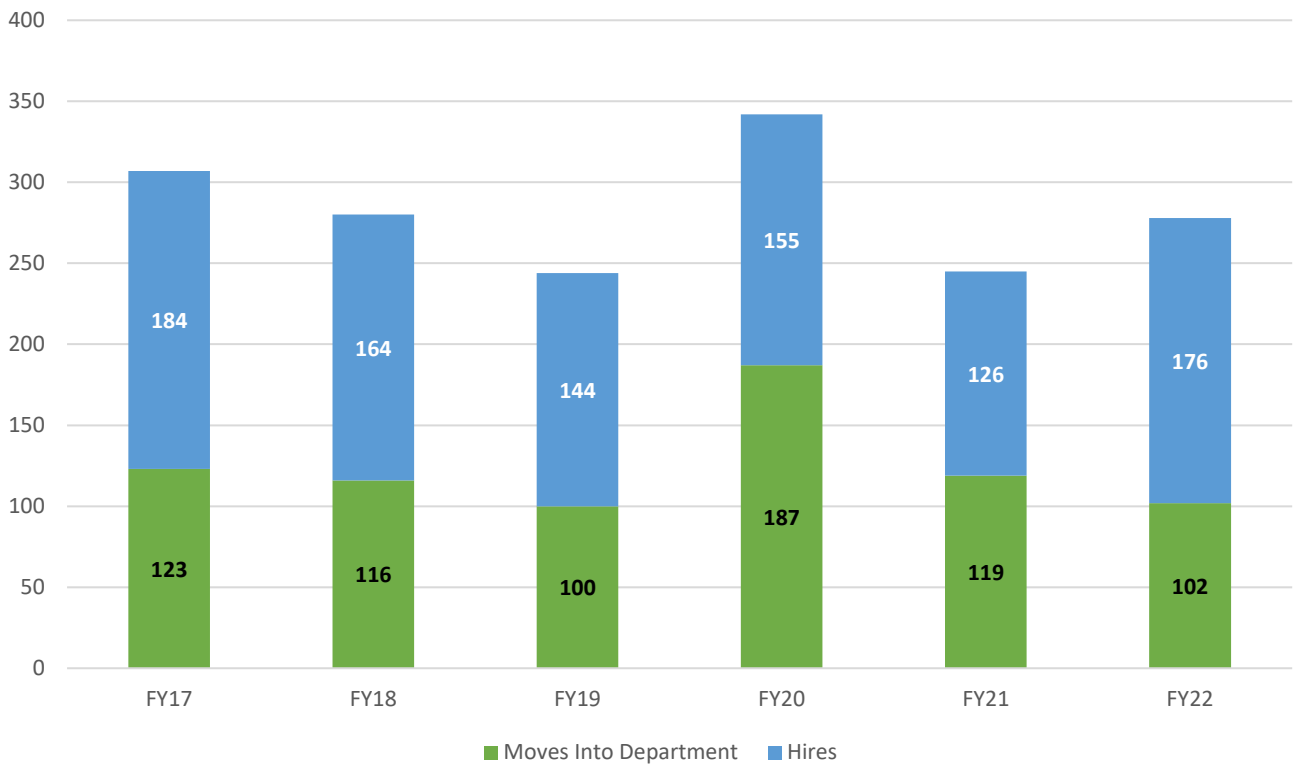


DEPARTMENT OF PUBLIC SAFETY (PSD)

Types of Moves Out of Department (Creates a Vacancy)

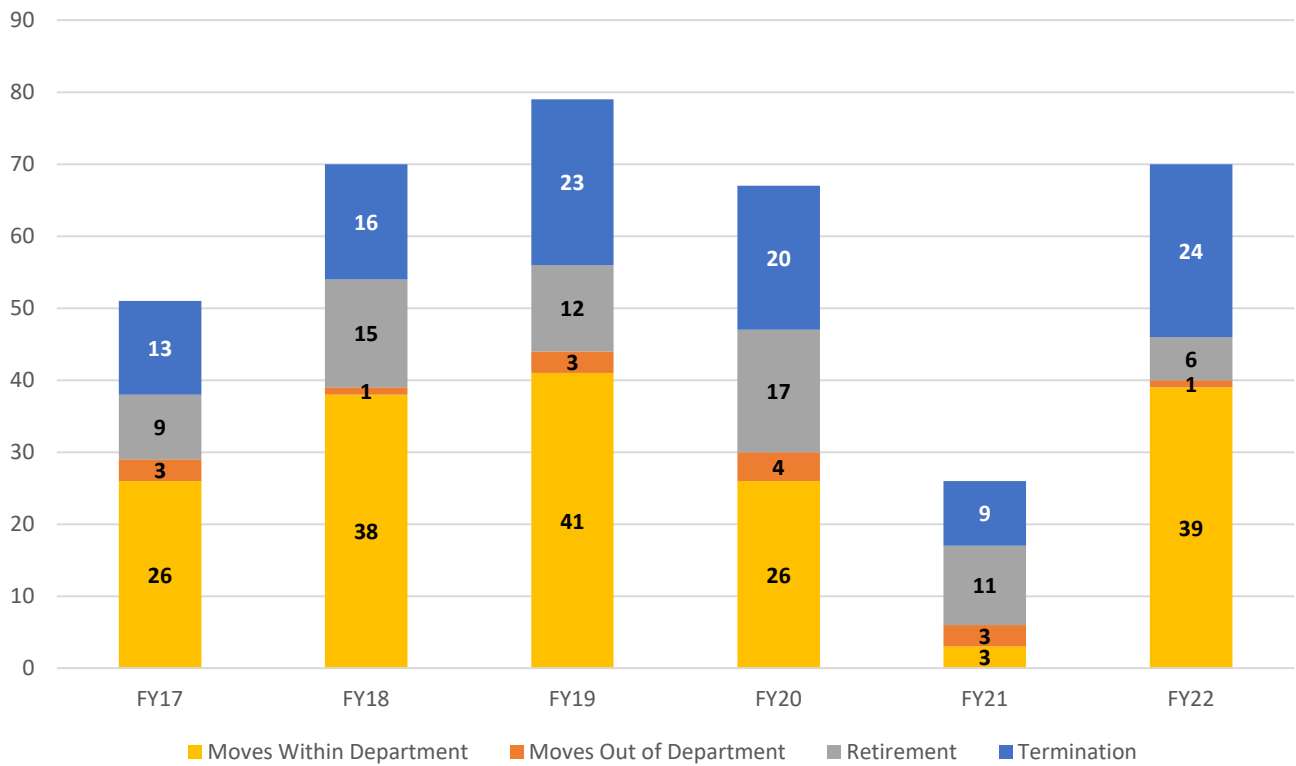


Types of Moves Into Department (Fills a Vacancy)

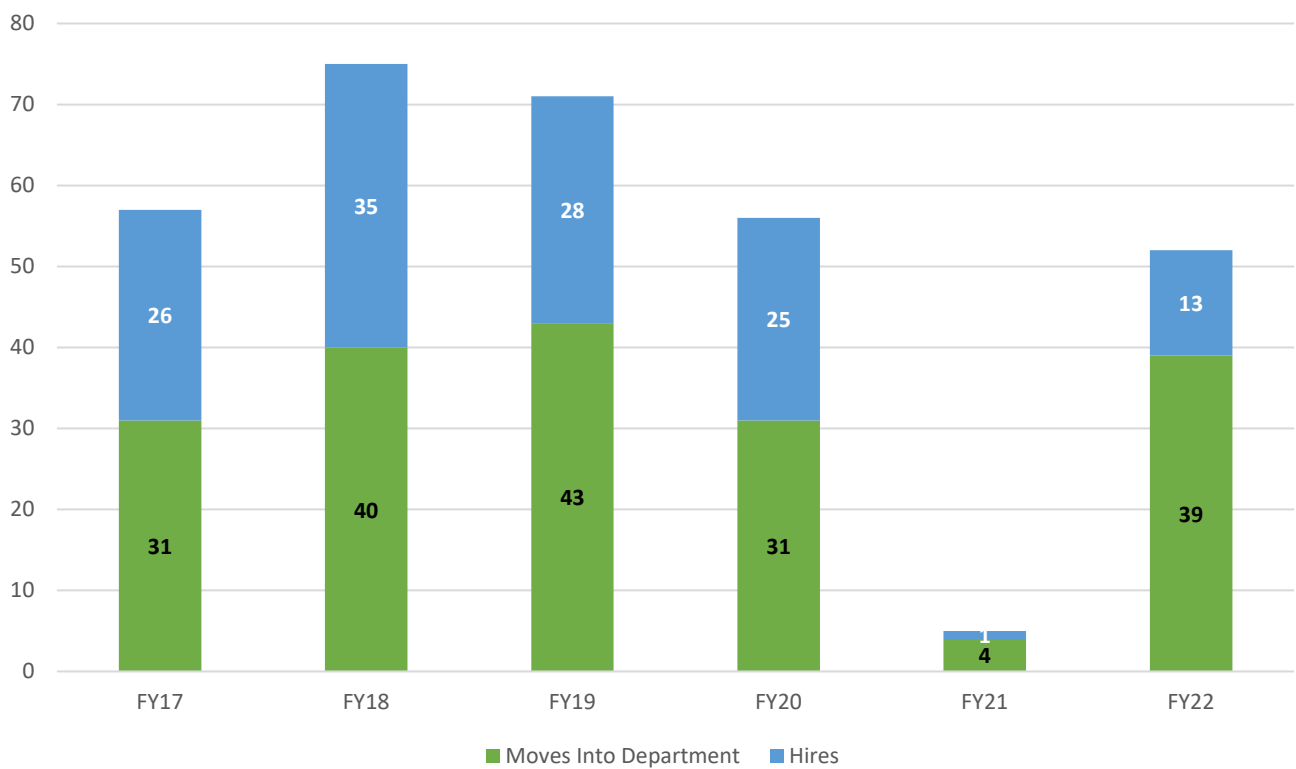


DEPARTMENT OF TAXATION (TAX)

Types of Moves Out of Department (Creates a Vacancy)

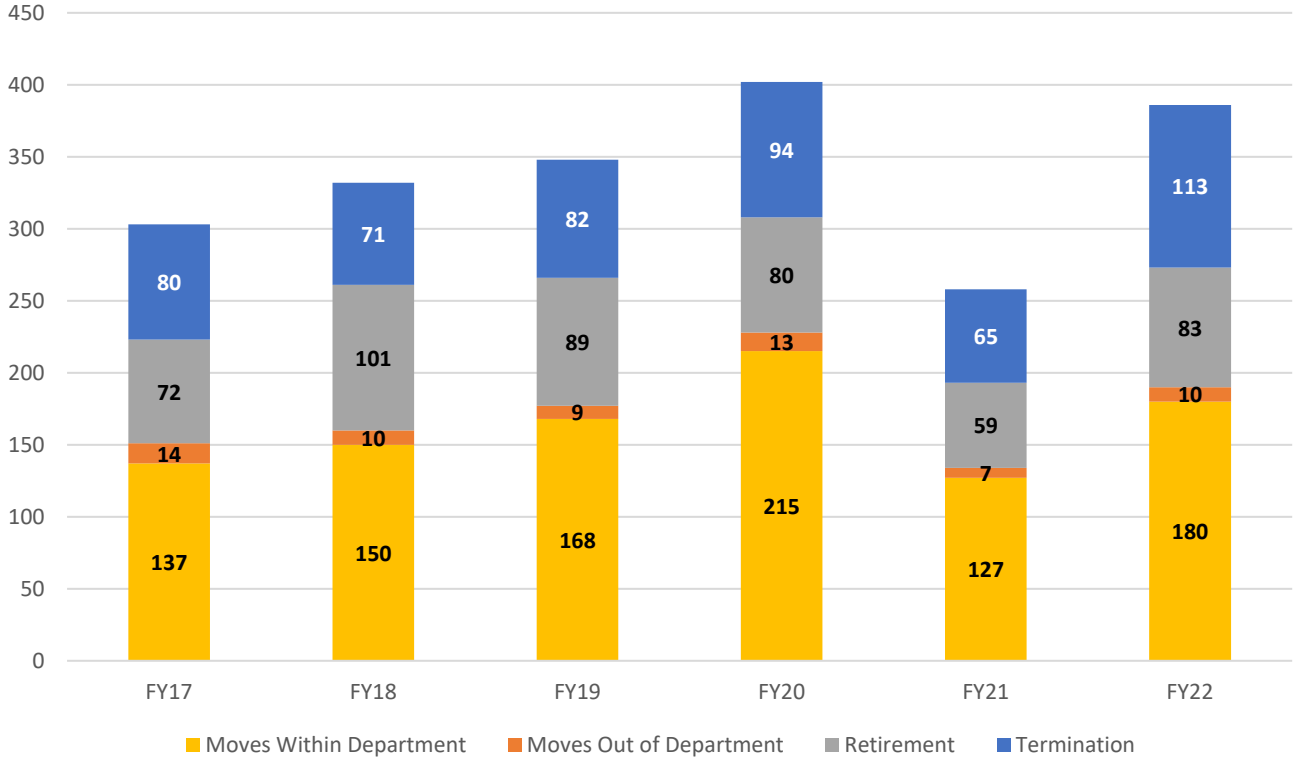


Types of Moves Into Department (Fills a Vacancy)

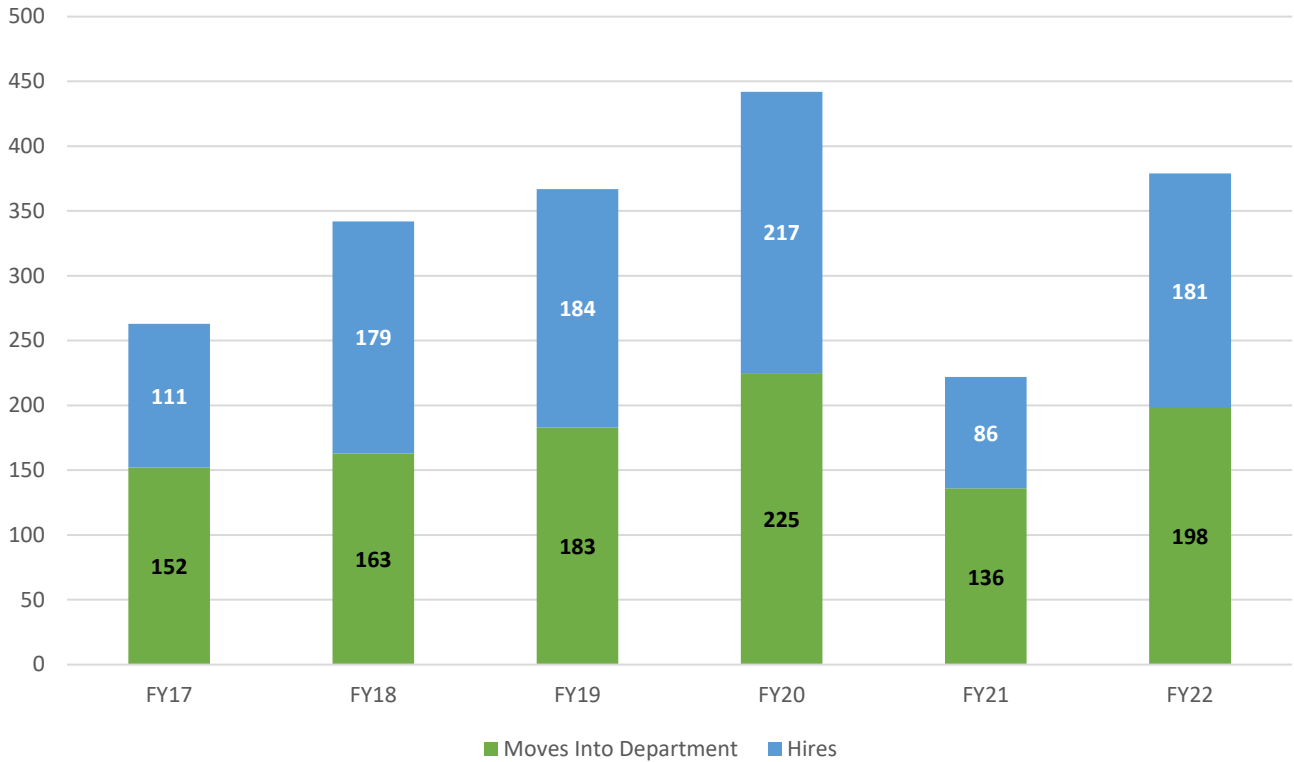


DEPARTMENT OF TRANSPORTATION (TRN)

Types of Moves Out of Department (Creates a Vacancy)

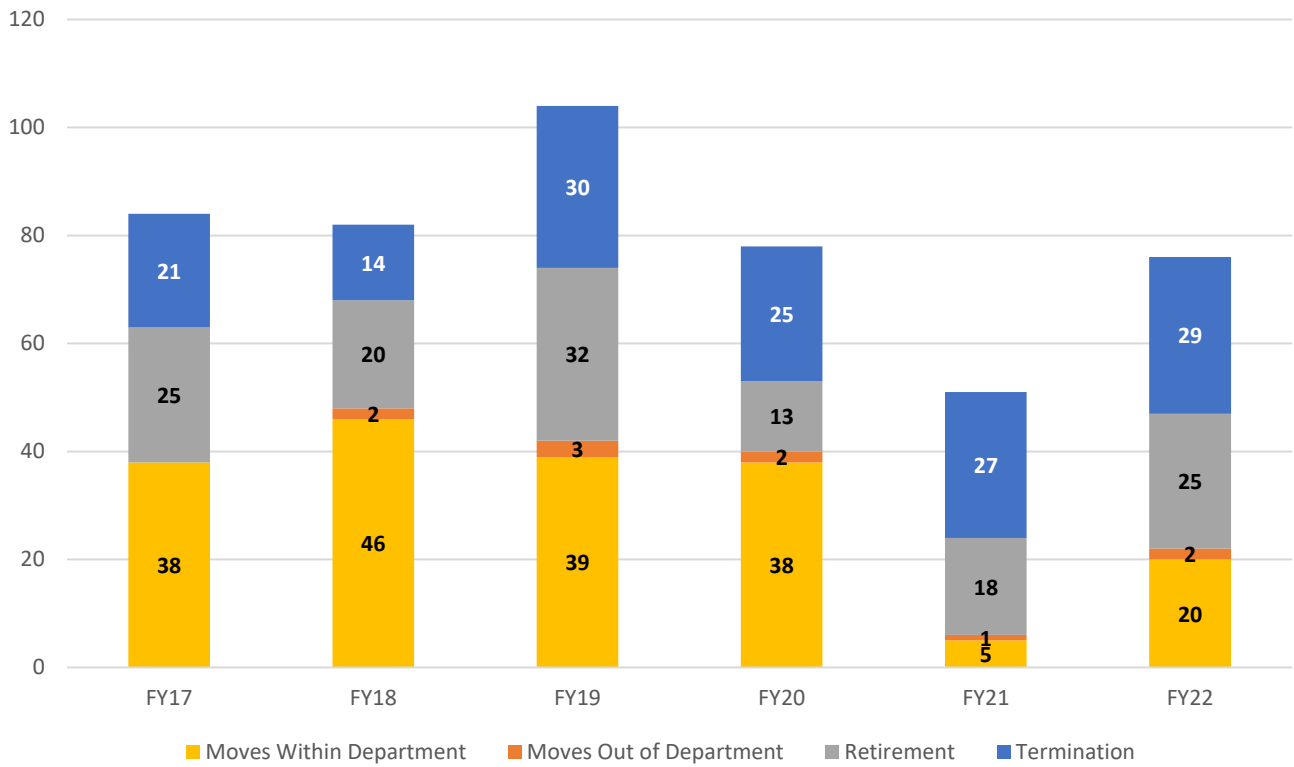


Types of Moves Into Department (Fills a Vacancy)

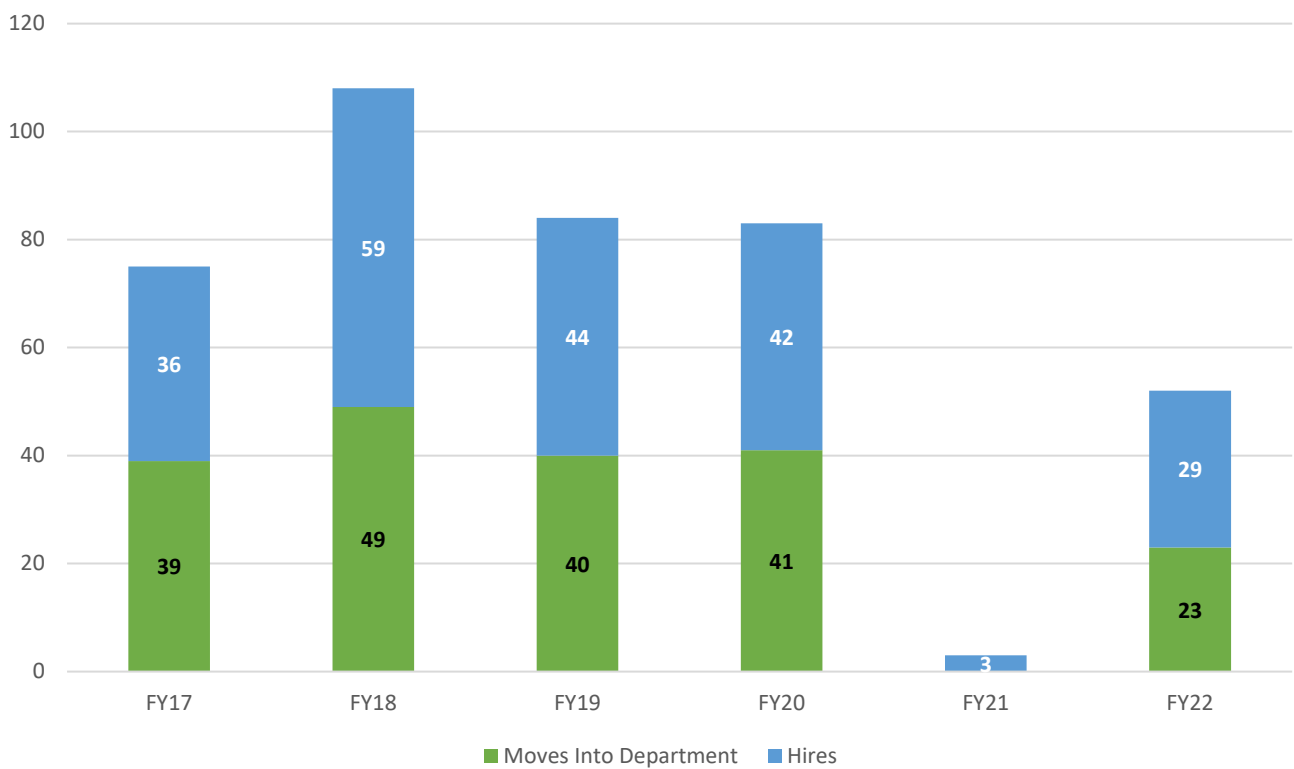


HAWAII STATE PUBLIC LIBRARY SYSTEM (HSPLS)

Types of Moves Out of Department (Creates a Vacancy)



Types of Moves Into Department (Fills a Vacancy)



APPENDIX B

STATEWIDE VACANCIES (RECOMMENDATIONS FOR ABOLISHMENT)

Dept	Division	Position	Description	Vacant Date	Act 57 (2020)	Act 57 (2021)	HB1600	Funding (Y or N)	Authority to Hire (Y or N)	Hard-to-Fill (Y or N)	In re-org process?	Department Comments	DHRD Comments
AGR	Anml Ind Div	00118397	Veterinary Medical Officer II	9/5/2012		Yes		N	N	N	N	DOA concurred with the recommendation to abolish the position because there is no funds to support this position.	Abolish
AGS	Election Adm	00101887	Hotline Operator (VS)	11/16/2018				N		N	N		Abolish
AGS	Election Adm	00105760	Election Clerk (P/T)	12/15/2006	Yes	Yes		N		N	N		Abolish
AGS	Election Adm	00105929	Hotline Operator	11/16/2018				N		N	N		Abolish
AGS	Election Adm	00105933	Hotline Operator	11/1/2014	Yes			N		N	N		Abolish
AGS	Election Adm	00106236	Hotline Operator	12/1/2004				N		N	N		Abolish
AGS	KamDayCelCom	00103501	Arts Program Specialist	8/1/2016		Yes		N		N	N	Lack of funds as funding mainly through fundraising	Abolish
AGS	KamDayCelCom	00106914	Clerk Typist	3/1/2012		Yes		N		N	N	Lack of funds as funding mainly through fundraising	Abolish
AGS	PubWorksDiv	00017012	Contracts Assistant II	2/13/2018				N		Y	N	Position remains defunded	Abolish
DEF	HI-EMA	00100934	Engineer IV	3/28/2018				N	N	Y	N	Defunded, no recruitment activity	Abolish
EDN	Hspl	00000322	Librarian IV	10/1/2017				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00000352	Library Assistant IV	12/22/2018				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00000357	Supervising Library Tech II	12/31/2018				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00000360	Library Assistant IV	9/1/2018				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00000368	Library Assistant III	9/1/2016				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00006987	Library Assistant III	8/1/2013				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00008358	Librarian III	5/14/2017				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00011926	Librarian IV	6/16/2015				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00012067	Library Assistant IV	11/1/2013				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00019322	Library Assistant III	5/1/2018				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00022491	Library Assistant III	12/1/2018				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00024237	Librarian III	3/1/2016				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00046172	Janitor II	11/9/2018				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
EDN	Hspl	00110636	Library Assistant III	7/31/2016				N	Y	Y		One of 69 positions unfunded in budget.	Abolish
HHL	FiscalOfc	00026382	Account Clerk III	12/1/2018				N	N	N	N	Unfunded FY22/FY23	Abolish
HHL	HmstdSvcsDiv	00009584	Homestead District Supvr II	1/20/2018				N	N	N	N	Unfunded FY22/FY23	Abolish
HHL	HmstdSvcsDiv	00038085	Mortgage Loan Specialist	12/31/2007		Yes		N	N	N	N	Unfunded FY22/FY23	Abolish
HHL	HmstdSvcsDiv	00101259	Hhl Legal Assistant III	5/16/2018				N	N	N	N	Unfunded FY22/FY23	Abolish
HHL	LandDevDiv	00038169	Homestead Housing Dev Manager	7/1/2009				Y	Y	N	Y	Unfunded FY22	Abolish
HHL	LandDevDiv	00102448	Homestead Housing Spclt III	7/1/2018				N	N	N	Y	Unfunded FY22/FY23	Abolish
HHL	LandMgtDiv	00106415	Appraisal/Technical Svcs Mgr	12/1/1995		Yes		N	N	Y	N	Unfunded FY22/FY23	Abolish
HHL	OfcOfChairmn	00102960	Special Asst, Hhl Claims	12/30/2017				N	N	N	N	Unfunded FY22/FY23	Abolish
HHL	OfcOfChairmn	00106119	Hhl Land Issues Officer	2/16/2013		Yes		N	N	N	N	Unfunded FY22/FY23	Abolish
HHL	OfcOfChairmn	00116927	HHL Secretary III	2/2/2018				N	N	N	N	Unfunded FY22/FY23	Abolish

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HMS	HI PubHsAu	00101124	THP Social Service Aid I	3/8/2012		Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00101127	THP Social Service Aid I	7/1/2004	Yes			Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00101129	THP Social Service Aid I	2/20/2013		Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00101130	THP Clerk I	6/10/2016				Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00101132	Clerk I	2/16/2008	Yes	Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00102242	THP General Laborer I	6/30/2007	Yes	Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish

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HMS	HI PubHsAu	00103043	THP Social Service Aid I	9/8/1999	Yes	Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00103044	THP Social Service Aid I	3/27/2012		Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00105746	THP General Laborer I	7/1/2016		Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00105747	THP Social Service Aid I	6/30/2012		Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00105749	Social Services Aid I	8/27/2002	Yes	Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish
HMS	HI PubHsAu	00105751	Clerk I	5/7/2015		Yes		Yes	Yes		No	Position was established for HPHA residents/tenants for upward mobility and to provide opportunities for the Section 3 program. Position is 100% federal funds. Abolishing position may impact the HPHA's ability to comply with the federal Section 3 requirements. Managers continue to recruit existing tenants at the property; position establish for tenants living in public housing.	Abolish

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HTH	BhavrHlthAd	00045778	Registered Nurse III	9/22/2018				N	N	Y	N	To be abolished	Abolish
HTH	DepDirOfHlth	00003198	Food Safety Specialist IV	5/18/2018				N	N	NA	NA	To be abolished	Abolish
HTH	DepDirOfHlth	00050176	Planner IV	6/1/2006	Yes	Yes		Y	Y	N	N	To be abolished	Abolish
HTH	DepDirOfHlth	00051155	Registered Nurse II	8/9/2012				Y	Y	Y	Y	To be abolished	Abolish
HTH	DepDirOfHlth	00110356	Information Technology Band B	3/1/2018				Y	Y	Y	Y	To be abolished	Abolish
HTH	DepDirOfHlth	00117316	Office Assistant III	8/19/2008	Yes			N	N	N	N	To be abolished	Abolish
HTH	DepDirOfHlth	00120298	CORE Performance Improve Mgr	9/30/2015				N	N	Y	N	To be abolished	Abolish
HTH	DepDirOfHlth	00122139	Entomologist IV	3/16/2018				N	N	NA	NA	To be abolished	Abolish
HTH	DirectorsOfc	00042158	Account Clerk II	12/31/2015		Yes		N	N	NA	NA	To be abolished	Abolish
HTH	DirectorsOfc	00118207	Public Health Information Coor	7/1/2018				Y	Y	N	N	To be abolished	Abolish
HTH	EnvrnHlthAdm	00022648	Vector Control Worker II	9/14/2018				N	N	N	N		Abolish
HTH	EnvrnHlthAdm	00023812	Planner VI	5/3/2018				N	N	y	N	To be abolished	Abolish
HTH	EnvrnHlthAdm	00036220	Secretary II	9/14/2018				Y	Y	Y	Y	To be abolished	Abolish
HTH	EnvrnHlthAdm	00042265	Engineering Program Mgr	12/1/2017				N	N	N	N	To be abolished	Abolish
HTH	EnvrnHlthAdm	00048057	Environmental Health Spclt IV	5/29/2015				N	N	Y	Y	To be abolished	Abolish
HTH	EnvrnHlthAdm	00118596	Environmental Health Spclt IV	5/24/2016				N	N	Y	N	To be abolished	Abolish
HTH	HlthResAdm	00003009	Registered Nurse V	9/1/2018				N	Y	Y	Y	To be abolished	Abolish
HTH	HlthResAdm	00010400	Speech Pathologist IV	12/31/2014				N	N	Y	Y	To be abolished	Abolish
HTH	HlthResAdm	00014880	Registered Nurse V	8/29/2015				N	N	Y	Y	To be abolished	Abolish
HTH	HlthResAdm	00023189	Office Assistant III	6/24/2017				Y	Y	Y	Y	To be abolished	Abolish
HTH	HlthResAdm	00027458	Occupational Therapist IV	12/31/2018				N	N	Y	N		Abolish
HTH	HlthResAdm	00028401	Public Health Educator IV	12/31/2015				N	N	NA	NA	To be abolished	Abolish
HTH	HlthResAdm	00031787	Planner IV	10/9/2012				Y	Y	Y	N	To be abolished	Abolish
HTH	HlthResAdm	00039850	Public Health Educator IV	7/1/2011				N	N	N	N	To be abolished	Abolish
HTH	HlthResAdm	00050741	Speech Pathologist IV	6/11/2013				N	N	N	N	To be abolished	Abolish
HTH	HlthResAdm	00051687	Investigator V	4/15/2014			Yes	N	N	N	N	To be abolished	Abolish
HTH	HlthResAdm	00052112	Licensed Practical Nurse II	9/3/2018				N	N	N	N	To be abolished	Abolish
HTH	HlthResAdm	00118858	Registered Nurse IV	12/31/2017				N	N	NA	NA	To be abolished	Abolish
HTH	HlthResAdm	00118909	Registered Nurse III	9/29/2015				N	N	NA	NA	To be abolished	Abolish
HTH	HlthResAdm	00121813	MMJ Dispensry Licnsng Acctant	3/17/2017				Y	N	N	N	To be abolished	Abolish
LBR	UnemplnsDiv	00027773	Unemployment Ins Asst V	7/18/2016				Y	N	N	N	Federal funded pos-based on availability of federal funds	Abolish
LBR	UnemplnsDiv	00120076	Unemployment Ins Asst III	4/11/2017				Y	N	N	N	Federal funded pos-based on availability of federal funds	Abolish
LBR	WrkfrceDevDv	00004037	Employment Svc County Prgm Mgr	12/31/2016				N	N	N	N	Federal funded pos-based on availability of federal funds	Abolish
LBR	WrkfrceDevDv	00025453	Secretary I	6/10/2017				N	N	N	N	Federal funded pos-based on availability of federal funds	Abolish
LBR	WrkfrceDevDv	00119396	Workforce Program Assistant	11/1/2017				Y	N	N	N	Federal funded pos-based on availability of federal funds	Abolish
LBR	WrkfrceDevDv	00121960	Employment Service Spclt II	9/30/2017				N	N	N	N	Federal funded pos-based on availability of federal funds	Abolish
LNR	Ofc/Chairpsn	00103092	Policy Advisor for Gov Affairs	1/1/2009	Yes	Yes		N	N				Abolish
LNR	Ofc/Chairpsn	00117431	Access Specialist	6/29/2013		Yes		N	N	N			Abolish
LNR	Ofc/Chairpsn	00117438	Administrative Spec II	8/1/2015		Yes		N	N	N			Abolish
LNR	Ofc/Chairpsn	00119159	Grant Specialist	11/25/2009	Yes	Yes		N	N				Abolish
PSD	Corr Industr	00015251	Account Clerk IV	12/30/2016		Yes		Yes	Yes			Special Funded position, which are filled based on HCI's needs	Abolish

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PSD	Corr Industr	00103143	Cl Light Truck Driver	5/16/2006	Yes	Yes		Yes	Yes			Special Funded position, which are filled based on HCl's needs	Abolish
PSD	Institutions	00035584	Adult Corrections Officer IV	4/24/2017				Yes	Yes	Yes		Promotional process requires passing score and filled by seniority	Abolish
PSD	Institutions	00036155	Adult Corrections Officer IV	6/1/2017				Yes	Yes	Yes		Promotional process requires passing score and filled by seniority	Abolish
PSD	Institutions	00046350	Adult Corrs Officer Recruit	10/8/2000	Yes	Yes		Yes	Yes	Yes		Continuous recruitment	Abolish
PSD	Institutions	00055245	Adult Corrs Officer Recruit	10/28/2001	Yes	Yes		Yes	Yes	Yes		Continuous recruitment	Abolish
PSD	NarcEnforce	00116525	Account Clerk III	7/1/2012		Yes		Yes	Yes	Yes		Special funded position.	Abolish
TAX	OfcofDir	00001542	Information Technology Band B	12/31/2018				Y	Y	Y		Recruitment has been ongoing since 2018	Abolish
TAX	TaxSvc&Procg	00008221	Office Assistant III	4/20/2018								Seasonal position	Abolish
TAX	TaxSvc&Procg	00034097	Office Assistant II	6/29/2018								Seasonal position	Abolish
TRN	Air Div	00102127	Janitor	9/9/2015				N	N	N	N	Temporary vicing position. To be abolished.	Abolish
TRN	Air Div	00109513	Air Traffic Controller	7/1/2007	Yes	Yes		Y-PT	Y	Y	N		Abolish
TRN	Air Div	00109515	Air Traffic Controller	7/1/1999	Yes	Yes		Y-PT	Y	Y	N		Abolish
TRN	Air Div	00109516	Air Traffic Controller	7/1/2003	Yes	Yes		Y-PT	Y	Y	N		Abolish
TRN	Air Div	00122368	Human Resources Assistant IV	6/8/2017				N	N	N	N	Temporary vicing position. To be abolished.	Abolish
TRN	Air Div	00122582	Janitor Supervisor II	10/28/2018				N	N	N	N	Temporary vicing position. To be abolished.	Abolish
TRN	Hwys Div	00001146	Automotive Mechanic Helper	11/1/2017				N					Abolish
TRN	Hwys Div	00001278	Equipment Operator I	5/2/2016		Yes		N					Abolish
TRN	Hwys Div	00001286	Equipment Operator I	8/16/2017				N					Abolish
TRN	Hwys Div	00001292	Equipment Operator I	10/2/2017				N					Abolish
TRN	Hwys Div	00001330	Truck Driver Laborer	10/1/2015		Yes		N					Abolish
TRN	Hwys Div	00001338	Equipment Operator I	9/1/2016		Yes		N					Abolish
TRN	Hwys Div	00001386	Engineering Aid III	11/1/2017				Y	Y	N	N	HWY-K	Abolish
TRN	Hwys Div	00002503	Highway Const Inspector IV	11/16/2018				N					Abolish
TRN	Hwys Div	00002508	Abstractor VI	7/1/2017				N					Abolish
TRN	Hwys Div	00006428	Drafting Technician III	2/13/2018				N					Abolish
TRN	Hwys Div	00006585	Land Boundary Surveyor III	5/1/2016		Yes		N					Abolish
TRN	Hwys Div	00006812	Equipment Operator III	8/1/2017				N					Abolish
TRN	Hwys Div	00007029	Truck Driver Laborer	9/1/2017				N					Abolish
TRN	Hwys Div	00007489	Historic Resources Specialist	5/7/2013		Yes		N					Abolish
TRN	Hwys Div	00007921	Office Assistant III	8/13/2018				N					Abolish
TRN	Hwys Div	00009602	Abstractor VII	12/31/2016				N					Abolish
TRN	Hwys Div	00010574	Land Boundary Surveyor I	3/18/2017				N					Abolish
TRN	Hwys Div	00010752	General Laborer I	1/3/2018				N					Abolish
TRN	Hwys Div	00011256	Office Assistant III	12/18/2017				Y	Y	N	N	HWY-K	Abolish
TRN	Hwys Div	00011788	Engineer IV	11/1/2018				N					Abolish
TRN	Hwys Div	00011847	Planner V	9/28/2016				N					Abolish
TRN	Hwys Div	00012386	Research Statistician III	12/18/2017				N					Abolish
TRN	Hwys Div	00015693	General Laborer I	8/31/2017				N					Abolish
TRN	Hwys Div	00037762	Bridge Maintenance Worker I	2/1/2016		Yes		N					Abolish

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TRN	Hwys Div	00044266	General Laborer I	12/4/2018				N					Abolish
TRN	Hwys Div	00044269	Truck Driver Laborer	11/16/2018				N					Abolish
TRN	Hwys Div	00047370	Equipment Operator I	9/13/2016		Yes		N					Abolish
TRN	Hwys Div	00048884	Transportation Sysms Opnr II	6/1/2017				N					Abolish
TRN	PpbMgt&AnIOf	00027898	Program Evaluation Analyst VII	7/22/2017				Y	Y	Y	N	Extremely difficult to get interested and qualified applicants at the level	Abolish