

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

December 29, 2022

The Honorable Ronald D. Kouchi, President
and Members of the Senate
Thirty-Second State Legislature
State Capitol, Room 409
Honolulu, Hawaii 96813

The Honorable Scott Saiki, Speaker
and Members of the House
Thirty-Second State Legislature
State Capitol, Room 431
Honolulu, Hawaii 96813

Dear President Kouchi, Speaker Saiki and Members of the Legislature:

For your information and consideration, I am transmitting herewith the 2022 Report on State of Hawaii Executive Branch Workforce Profile to the Thirty-Second State Legislature 2023 Regular Session submitted December 2022.

In accordance with Section 93-16, Hawaii Revised Statutes, a copy of the report is also transmitted to the Legislative Reference Bureau Library, and the report may be viewed electronically at <http://dhrd.hawaii.gov/reports/workforce-reports/>.

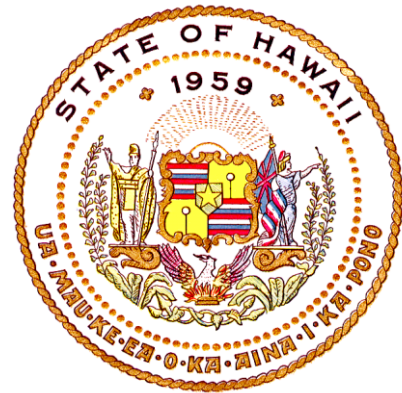
Sincerely,

A handwritten signature in black ink that reads "Brenna H. Hashimoto".

Brenna H. Hashimoto
Director

Attachment

State of Hawaii Executive Branch Workforce Profile



Josh Green, M.D.
Governor
State of Hawaii

Department of Human Resources Development
Brenna H. Hashimoto
Director

Submitted December 2022

Workforce Demographic Data
as of June 30, 2022

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EXECUTIVE SUMMARY

Section 76-1.5, Hawaii Revised Statutes, requires the Department of Human Resources Development (DHRD) to compile a profile on the workforce of the entire Executive Branch. The analysis presented in this profile is based on data obtained from the Department of Education (DOE), University of Hawaii (UH), Hawaii Health Systems Corporation (HHSC), in addition to data maintained by DHRD.

The Executive Branch had 46,386 civil service and exempt employees as of June 30, 2022.¹ These employees provide a wide spectrum of vital services to the people of Hawaii, ranging from public education and welfare, to health and safety.

Inquiries regarding the analysis presented in this report may be directed to Darrick Tanigawa, Personnel Program Manager of DHRD, at (808) 587-1097, Fax (808) 587-1088, or e-mail address darrick.q.tanigawa@hawaii.gov.

¹ Casual hires were not included in this report.

EXECUTIVE BRANCH WORKFORCE

There are four independent personnel systems in the Executive Branch. They are:

1. The personnel system administered by DHRD, which includes employees in Executive Branch departments in civil service and exempt positions.
2. The DOE system, administered by the Board of Education, which includes civil service and exempt employees, employees who provide support services in the classrooms (e.g., educational assistants, speech pathologists, etc.), and teachers and educational officers.
3. The University of Hawaii (UH) system, administered by the Board of Regents, which includes faculty; graduate assistants; lecturers; administrative, professional, and technical staff; and executive/managerial employees. UH's civil service employees are included in the UH personnel data system but are employed pursuant to DHRD policies, procedures, and oversight.
4. The personnel system administered by the Hawaii Health Systems Corporation (HHSC), which includes employees in civil service and exempt positions.

PERSONNEL SYSTEMS	COUNT OF EMPLOYEES	PERCENT OF TOTAL WORKFORCE
Department of Human Resources Development (DHRD)		
Civil Service Employees	11,478	24.74%
Exempt Employees	2,163	4.66%
Department of Human Resources Development Total:	13,641	29.41%
Department of Education (DOE)		
Civil Service Employees	3,485	7.51%
Exempt Employees	1,829	3.94%
Support Services Personnel	2,878	6.20%
Teachers & Educational Officers	13,623	29.37%
Department of Education Employees Total*:	21,815	47.03%
University of Hawaii (UH)		
Administrative, Professional & Technical Staff	2,399	5.17%
Civil Service	1,076	2.32%
Exempt	72	0.16%
Executive/Managerial	197	0.42%
Faculty	2,988	6.44%
Graduate Assistants**	1,497	3.23%
Lecturers	***	
University of Hawaii Employees Total***:	8,157	17.59%
Hawaii Health Systems Corporation (HHSC)		
Civil Service Employees	2,655	5.72%
Exempt Employees	118	0.25%
Hawaii Health Systems Corporation Total:	2,773	5.98%
TOTAL WORKFORCE	46,386	100.00%

Due to rounding of individual percentages, the sum does not equal 100%.

*Does not include Public Charter School employees.

**Graduate Assistants are full-time graduate students in degree granting programs working as non-permanent, part-time teaching or research assistants.

***UH employs approximately 1,100 lecturers during the academic school year. Lecturers are not normally employed by UH on June 30 and are not included in the above counts. However, during the academic school year, lecturers are a significant part of UH's workforce. UH counts updated as of September 2022.

EXECUTIVE BRANCH WORKFORCE

Gender distribution of employees in the Executive Branch. Numbers do not add up to total workforce due to unreported gender.

Gender Distribution	46,316	100%
Female	29,221	63%
Male	17,095	37%

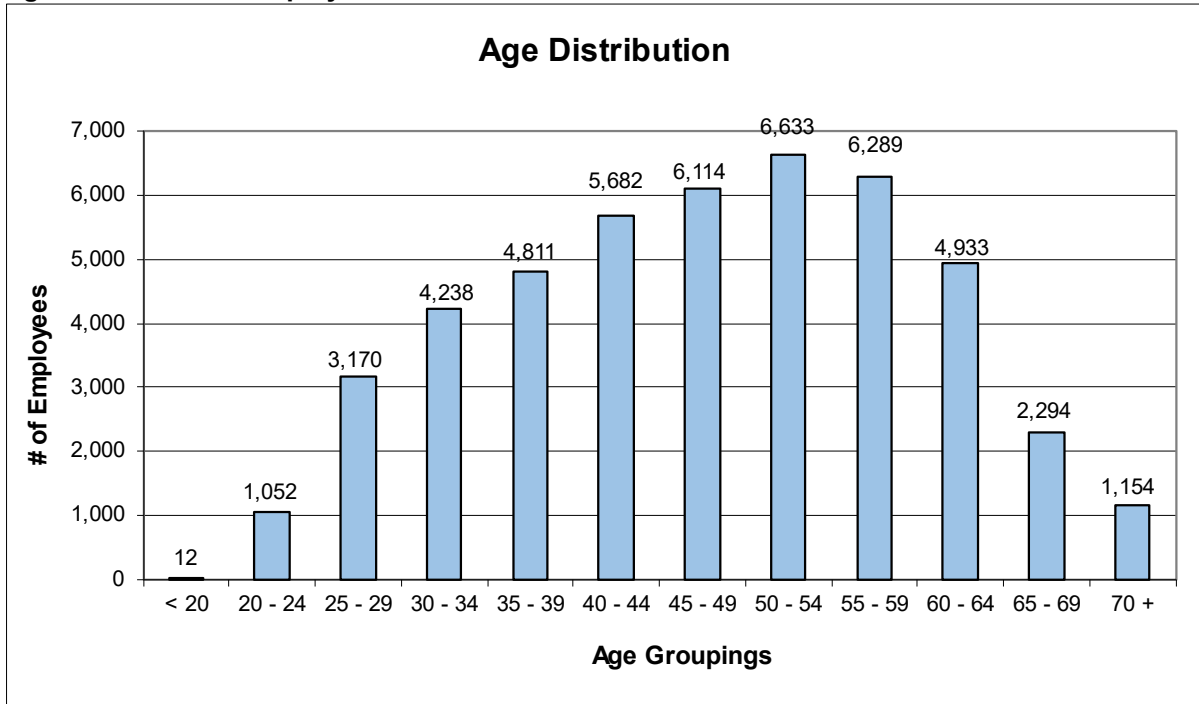
Bargaining unit distribution of employees covered by collective bargaining in the Executive Branch.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	4,669	10.07%
02	HGEA	Blue Collar, Supvry	448	0.97%
03	HGEA	White Collar, Non-Supvry	8,298	17.89%
04	HGEA	White Collar, Supvry	533	1.15%
05	HSTA	DOE Teachers	12,400	26.73%
06	HGEA	DOE Educational Officers	922	1.99%
07	UHPA	UH Faculty	2,819	6.08%
08	HGEA	UH Administrative, Professional, and Technical	2,278	4.91%
09	HGEA	Registered Professional Nurses	1,210	2.61%
10	UPW	Institutional, Health and Correctional Workers	2,118	4.57%
11	HFFA	Firefighters	201	0.43%
13	HGEA	Professional & Scientific	5,546	11.96%
14	HGEA	State Law Enforcement Officers	366	0.79%
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			41,808	90.13%

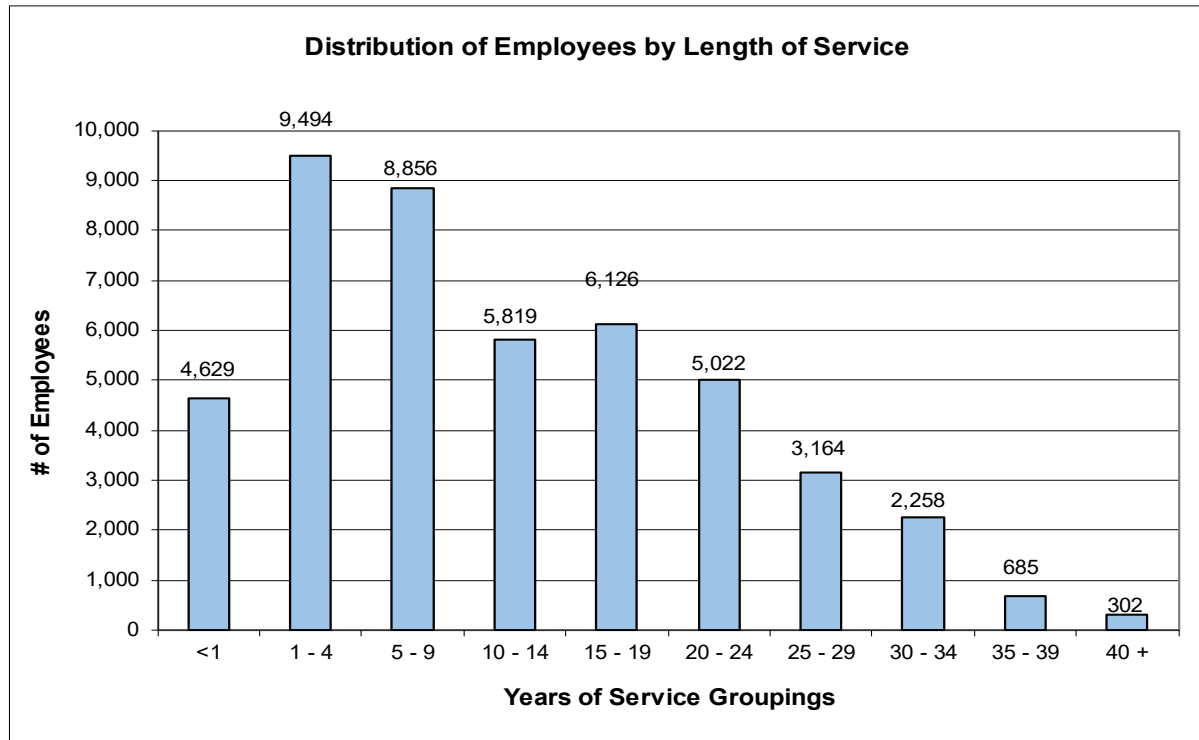
Total Workforce: 46,386

EXECUTIVE BRANCH WORKFORCE

Age distribution of employees in the Executive Branch.



Length of service of employees in the Executive Branch. Numbers do not add up to the total workforce due to unreported service dates.



EXECUTIVE BRANCH WORKFORCE

Five-year projection of the number of employees in the Executive Branch who will be eligible for retirement by the end of fiscal year 2026-2027 (i.e., ending June 30, 2027).

TOTAL NUMBER OF EMPLOYEES IN THE EXECUTIVE BRANCH	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY22)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2027	PERCENT OF EXECUTIVE BRANCH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2027
		FY23	FY24	FY25	FY26	FY27		
46,386	6,197	1,267	1,250	1,252	1,319	1,360	12,645*	27.26%

*Assumes no retirements of eligible employees prior to 06/30/2027.

PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Number of employees in the personnel system administered by DHRD.²

DEPARTMENT	CIVIL SERVICE	EXEMPT	TOTAL	PERCENT OF TOTAL HRD WORKFORCE
ACCOUNTING & GENERAL SERVICES	487	147	634	4.65%
AGRICULTURE	222	27	249	1.83%
ATTORNEY GENERAL	337	270	607	4.45%
BUDGET & FINANCE	167	175	342	2.51%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	103	153	256	1.88%
COMMERCE & CONSUMER AFFAIRS	259	200	459	3.36%
DEFENSE	180	185	365	2.68%
GOVERNOR	0	36	36	0.26%
HAWAIIAN HOME LANDS	67	55	122	0.89%
HEALTH	2,067	309	2,376	17.42%
HI STATE PUBLIC LIBRARIES SYSTEM	418	9	427	3.13%
HUMAN RESOURCES DEVELOPMENT	58	5	63	0.46%
HUMAN SERVICES	1,625	122	1,747	12.81%
LABOR & INDUSTRIAL RELATIONS	348	160	508	3.72%
LAND & NATURAL RESOURCES	625	89	714	5.23%
LIEUTENANT GOVERNOR	0	10	10	0.07%
PUBLIC SAFETY	2,106	100	2,206	16.17%
TAXATION	271	33	304	2.23%
TRANSPORTATION	2,138	78	2,216	16.25%
TOTAL:	11,478	2,163	13,641	100.00%

Due to rounding of percentages, the individual percentages do not add up to 100%.

Gender distribution of employees in the personnel system administered by DHRD. Numbers do not add up to total workforce due to unreported gender.

DEPARTMENT	TOTAL NUMBER OF EMPLOYEES	FEMALE		MALE	
		COUNT OF EMPLOYEES	PERCENT	COUNT OF EMPLOYEES	PERCENT
ACCOUNTING & GENERAL SERVICES	634	235	37.07%	399	62.93%
AGRICULTURE	249	95	38.15%	154	61.85%
ATTORNEY GENERAL	607	374	61.61%	233	38.39%
BUDGET & FINANCE	342	202	59.06%	140	40.94%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	256	150	58.59%	106	41.41%
COMMERCE & CONSUMER AFFAIRS	458	300	65.50%	158	34.50%
DEFENSE	365	146	40.00%	219	60.00%
GOVERNOR	36	25	69.44%	11	30.56%
HAWAIIAN HOME LANDS	122	81	66.39%	41	33.61%
HEALTH	2,362	1,538	65.11%	824	34.89%
HI STATE PUBLIC LIBRARIES SYSTEM	425	317	74.59%	108	25.41%
HUMAN RESOURCES DEVELOPMENT	63	54	85.71%	9	14.29%
HUMAN SERVICES	1,734	1,229	70.88%	505	29.12%
LABOR & INDUSTRIAL RELATIONS	507	340	67.06%	167	32.94%
LAND & NATURAL RESOURCES	712	282	39.61%	430	60.39%
LIEUTENANT GOVERNOR	10	7	70.00%	3	30.00%
PUBLIC SAFETY	2,203	657	29.82%	1,546	70.18%
TAXATION	302	193	63.91%	109	36.09%
TRANSPORTATION	2,206	644	29.19%	1,562	70.81%
TOTAL:	13,593	6,869	50.53%	6,724	49.47%

PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by DHRD.

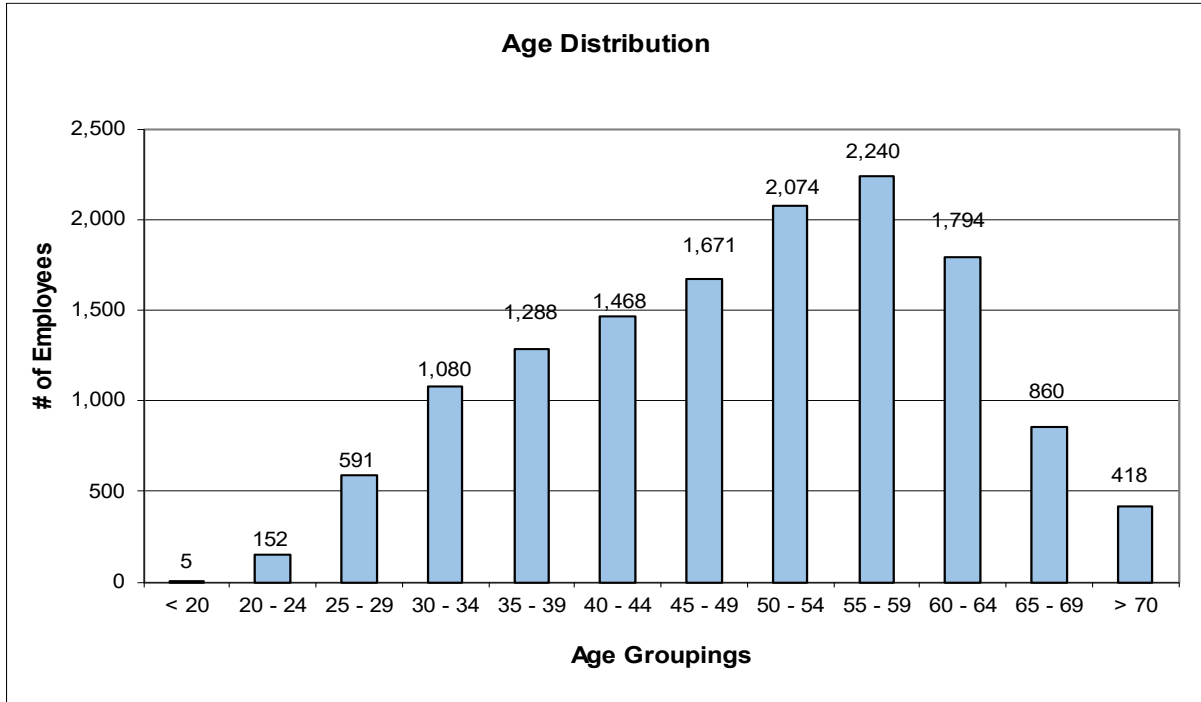
Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	1,755	12.87%
02	HGEA	Blue Collar, Supvry	180	1.32%
03	HGEA	White Collar, Non-Supvry	3,048	22.34%
04	HGEA	White Collar, Supvry	214	1.57%
09	HGEA	Registered Professional Nurses	384	2.82%
10	UPW	Institutional, Health and Correctional Workers	1,417	10.39%
11	HFFA	Firefighters	201	1.47%
13	HGEA	Professional & Scientific	4,251	31.16%
14	HGEA	State Law Enforcement Officers	366	2.68%
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			11,816	86.62%

Total Workforce: 13,641

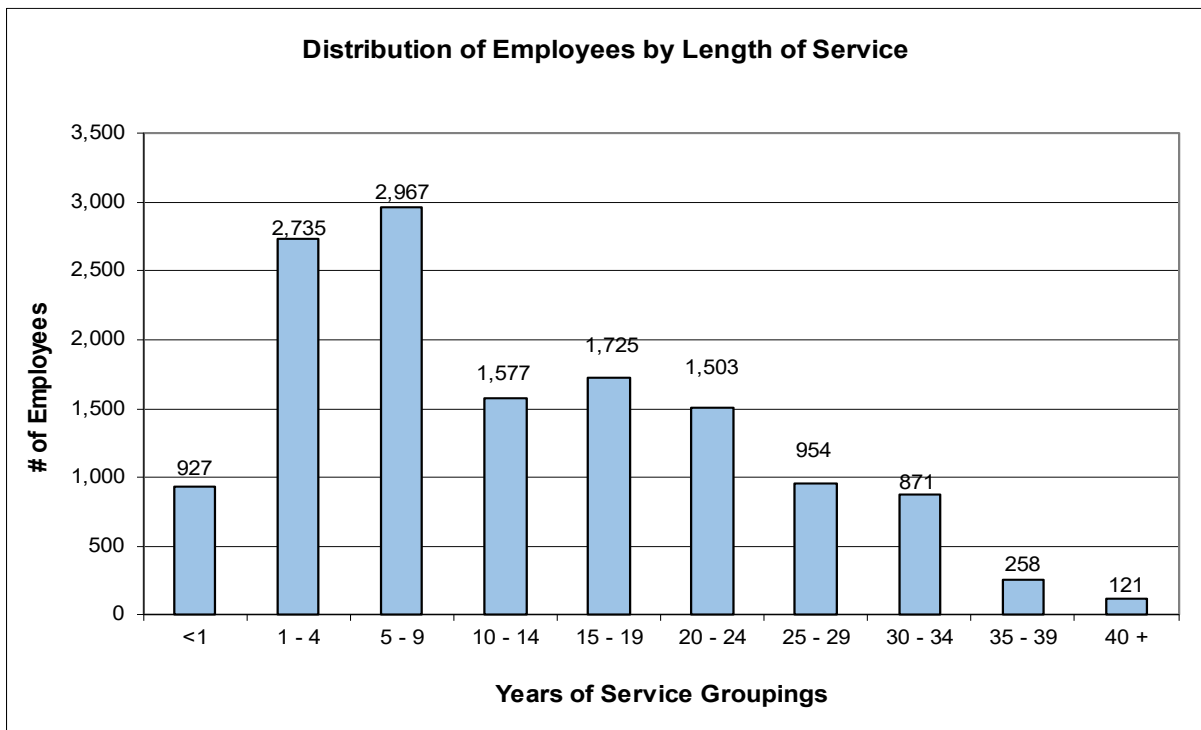
Due to rounding of percentages, the individual percentages do not add up to 90.27%.

PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by DHRD. Fifty-three percent (54%) of the employees in the personnel system administered by DHRD are 50 years old or older.



Length of service of employees in the personnel system administered by DHRD.



PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Five-year projection of the number of employees in the personnel system administered by DHRD who will be eligible for retirement by the end of fiscal year 2026-2027 (i.e., ending June 30, 2027).

DEPARTMENT	TOTAL NUMBER OF EMPLOYEES IN THE PERSONNEL SYSTEM ADMINISTERED BY DHRD	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY22)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2027	PERCENT OF DEPARTMENTAL WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2027
			FY23	FY24	FY25	FY26	FY27		
ACCOUNTING & GENERAL SERVICES	634	134	24	22	18	21	23	242	38.17%
AGRICULTURE	249	50	12	3	5	4	8	82	32.93%
ATTORNEY GENERAL	607	134	12	23	21	17	17	224	36.90%
BUDGET & FINANCE	342	43	5	16	8	8	10	90	26.32%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	256	57	8	6	6	9	7	93	36.33%
COMMERCE & CONSUMER AFFAIRS	459	61	19	14	21	15	17	147	32.03%
DEFENSE	365	43	8	8	8	12	12	91	24.93%
GOVERNOR	36	6	0	0	1	1	1	9	25.00%
HAWAIIAN HOME LANDS	122	30	2	4	5	0	3	44	36.07%
HEALTH	2,376	357	77	60	69	81	94	738	31.06%
HI STATE PUBLIC LIBRARIES SYSTEM	427	80	17	14	18	13	13	155	36.30%
HUMAN RESOURCES DEVELOPMENT	63	13	4	3	3	1	2	26	41.27%
HUMAN SERVICES	1,747	266	78	64	64	49	55	576	32.97%
LABOR & INDUSTRIAL RELATIONS	508	85	16	13	12	7	13	146	28.74%
LAND & NATURAL RESOURCES	714	114	24	21	26	19	19	223	31.23%
LIEUTENANT GOVERNOR	10	0	0	0	1	0	0	1	10.00%
PUBLIC SAFETY	2,206	409	58	68	72	84	74	765	34.68%
TAXATION	304	59	12	11	13	8	6	109	35.86%
TRANSPORTATION	2,216	386	87	86	78	78	80	795	35.88%
TOTALS:	13,641	2,327	463	436	449	427	454	4,556*	33.40%

*Assumes no retirements of eligible employees prior to 06/30/2027.

DEPARTMENT OF EDUCATION
WORKFORCE OVERVIEW

DOE's workforce includes three groups of employees—civil service and exempt employees, support services personnel, and teachers and educational officers.

Total Workforce	21,815	100%
Civil Service & Exempt	5,314	24%
Support Services Personnel	2,878	13%
Teachers & Educational Officers	13,623	62%

Gender distribution of employees in the personnel system administered by the DOE. Numbers do not add up to total workforce due to unreported gender.

Gender Distribution	21,793	100%
Female	15,814	73%
Male	5,979	27%

Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by the DOE.

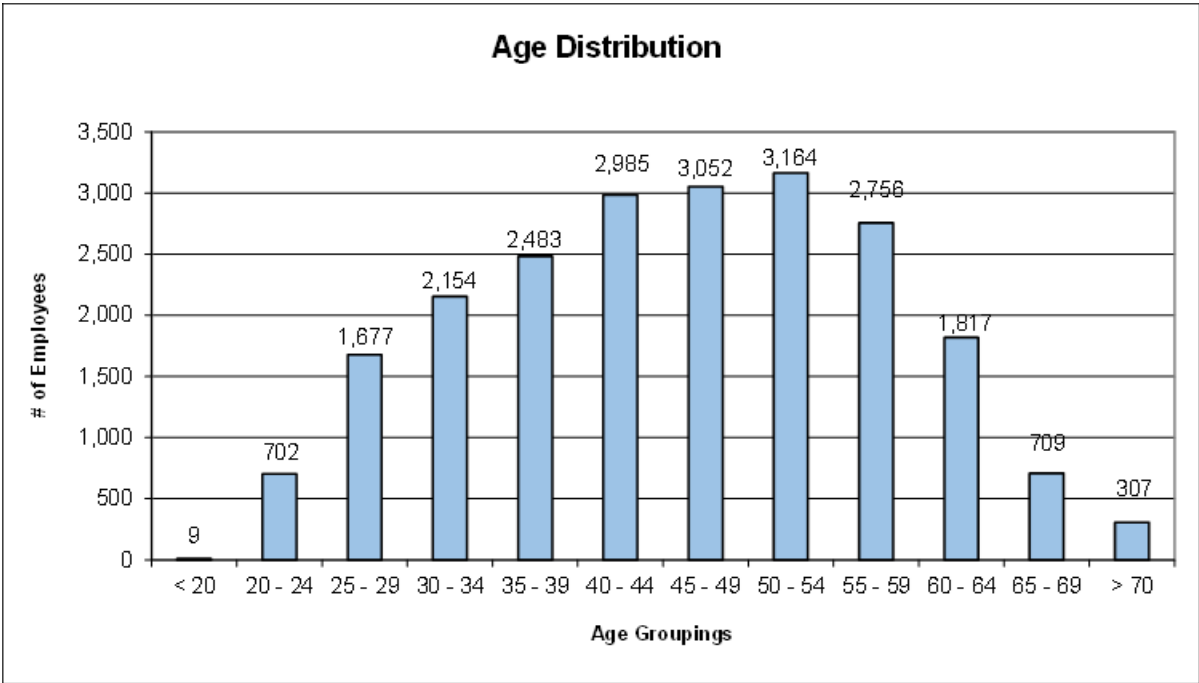
Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	2,083	9.55%
02	HGEA	Blue Collar, Supvry	241	1.10%
03	HGEA	White Collar, Non-Supvry	4,388	20.11%
04	HGEA	White Collar, Supvry	266	1.22%
05	HSTA	BOE Teachers	12,400	56.84%
06	HGEA	BOE Educational Officers	922	4.23%
09	HGEA	Registered Prof'l Nurses	2	0.01%
10	UPW	Institutional, Health and Correctional Workers	33	0.15%
13	HGEA	Professional & Scientific	995	4.56%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			21,330	97.78%

Total Workforce: 21,518

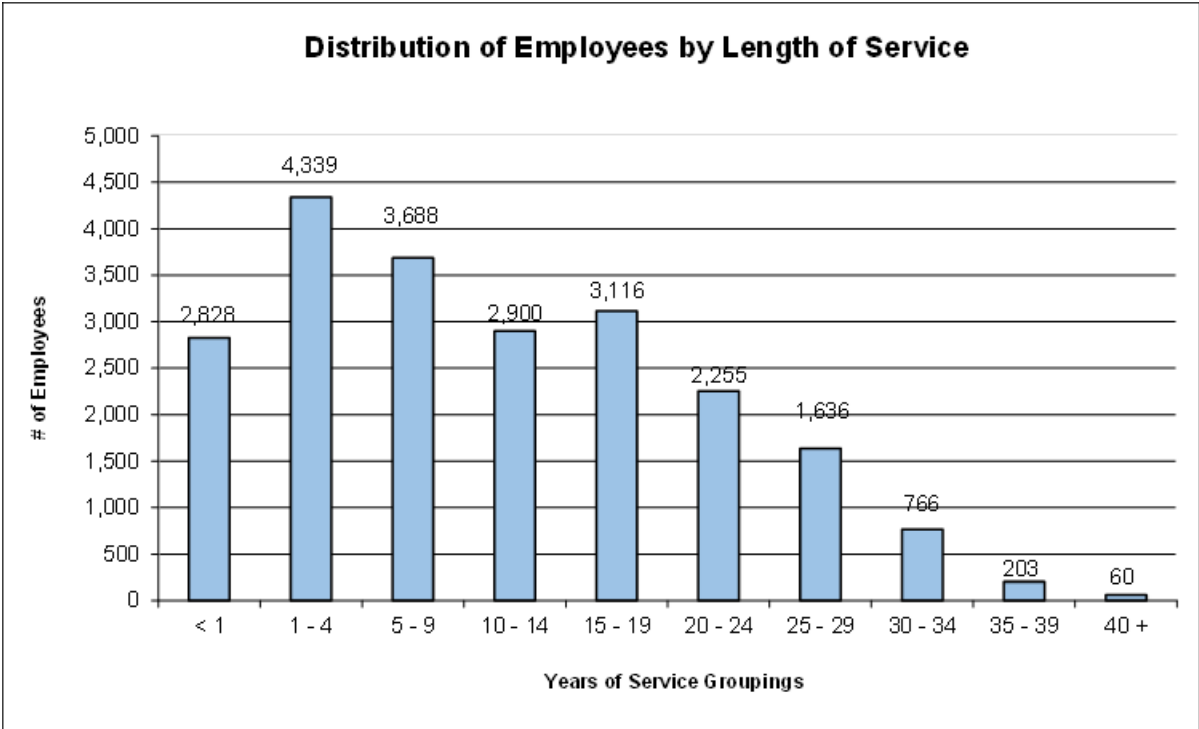
Due to rounding of percentages, the sum of individual percentages does not equal the total percentage.

DEPARTMENT OF EDUCATION
WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by the DOE.



Length of service of employees in the personnel system administered by the DOE. Numbers do not add up to the total workforce due to unreported service dates.



**DEPARTMENT OF EDUCATION
WORKFORCE OVERVIEW**

Five-year projection of the number of employees in the personnel system administered by the DOE who will be eligible for retirement by the end of fiscal year 2026-2027 (i.e., ending June 30, 2027).

DEPARTMENT OF EDUCATION	TOTAL NUMBER OF EMPLOYEES IN THE DOE WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY22)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2027	PERCENT OF DOE WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2027
			FY23	FY24	FY25	FY26	FY27		
CIVIL SERVICE & EXEMPT	5,314	748	135	182	160	153	190	1,568	29.51%
SUPPORT SERVICES PERSONNEL	2,878	383	82	82	88	67	86	788	27.38%
CERTIFICATED	13,623	1,395	336	300	346	435	389	3,201	23.50%
TOTALS:	21,815	2,526	553	564	594	655	665	5,557*	25.47%

*Assumes no retirements of eligible employees prior to 06/30/2027.

UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

The University of Hawaii workforce includes six groups of employees—administrative, professional and technical staff; civil service and exempt employees; executive/managerial; faculty; graduate assistants; and lecturers.

Workforce	8,157	100%
Administrative, Professional & Technical Staff	2,399	29.4%
Civil Service & Exempt*	1,076	13.2%
Executive/Managerial	197	2.4%
Faculty	2,988	36.6%
Graduate Assistants**	1,497	18.3%
Lecturers	***	0.0%

*UH's civil service and exempt employees are included in the UH personnel data system but are employed pursuant to DHRD policies and procedures.

**Graduate assistants are full-time graduate students in degree granting programs working as non-permanent, part-time teaching or research assistants.

***The University of Hawaii employs approximately 1,100 lecturers during the academic school year. Lecturers are not normally employed by UH on June 30. However, during the academic school year, lecturers are a significant part of UH's workforce.

****UH Data was updated as of September 2022.

Gender distribution of employees in the personnel system administered by the University of Hawaii.

Gender Distribution	8,157	100%
Female	4,442	54%
Male	3,715	46%

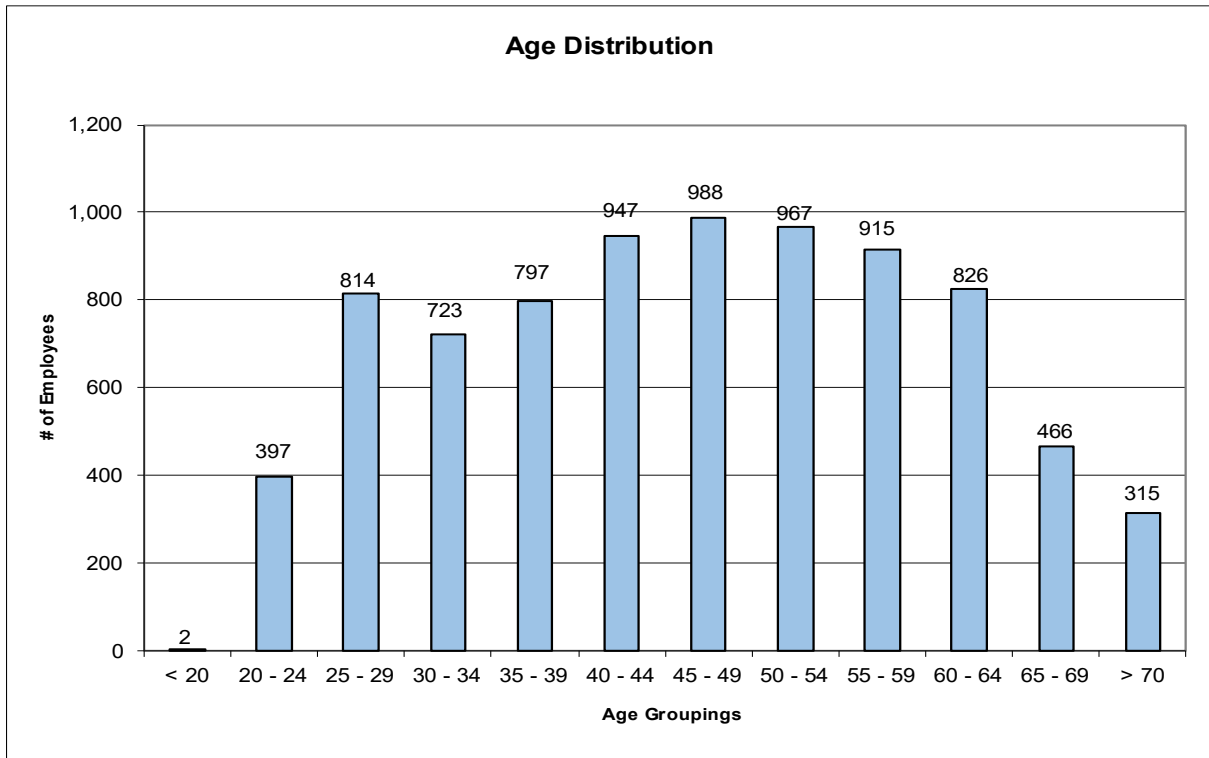
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by UH.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Suprvy	467	5.73%
02	HGEA	Blue Collar, Suprvy	12	0.15%
03	HGEA	White Collar, Non-Suprvy	450	5.52%
04	HGEA	White Collar, Suprvy	36	0.44%
07	UHPA	Faculty	2,819	34.56%
08	HGEA	Administrative, Professional, & Technical	2,278	27.93%
09	HGEA	Registered Prof'l Nurses	7	0.09%
10	UPW	Institutional, Health and Correctional Workers	1	0.01%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			6,070	74.41%

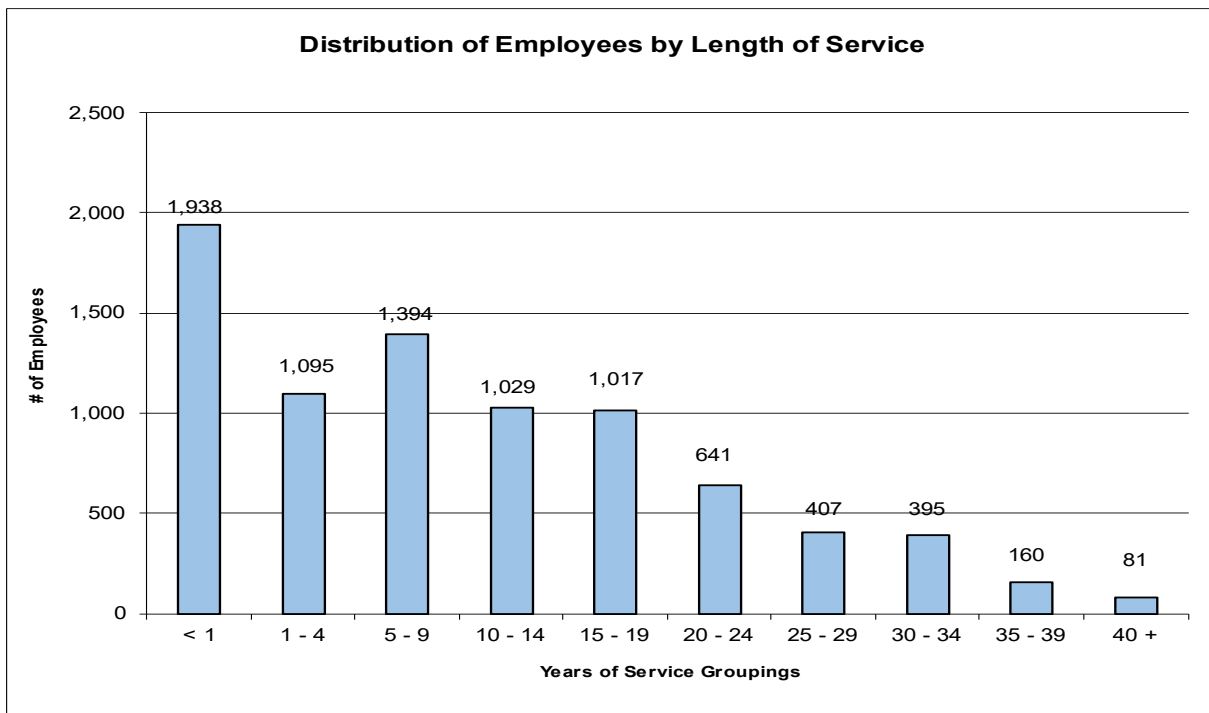
Total Workforce: 8,157

UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by UH.



Length of service of employees in the personnel system administered by UH.



UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

Five-year projection on the number of employees in the personnel system administered by UH who will be eligible for retirement by the end of fiscal year 2026-2027 (i.e., ending June 30, 2027).

UNIVERSITY OF HAWAII	TOTAL NUMBER OF EMPLOYEES IN THE UH WORKFORCE*	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY22)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2027	PERCENT OF THE UH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2027
			FY23	FY24	FY25	FY26	FY27		
ADMINISTRATIVE, PROFESSIONAL & TECHNICAL	2,399	316	44	61	51	60	55	587	24.47%
CIVIL SERVICE & EXEMPT	1,076	240	40	47	22	37	42	428	39.78%
EXECUTIVE/MANAGERIAL	197	44	10	9	6	5	12	86	43.65%
FACULTY	2,988	592	72	68	72	80	66	950	31.79%
TOTALS:	6,660	1,192	166	185	151	182	175	2,051*	30.80%

* Graduate Assistants are not eligible for retirement benefits. As a result, they are not included in this analysis.

** Assumes no retirements of eligible employees prior to 06/30/2027.

HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

Number of employees in the personnel system administered by HHSC.

Total Workforce	2,773	100%
Civil Service	2,655	96%
Exempt	118	4%

Gender distribution of employees in the personnel system administered by the HHSC.

Gender Distribution	2,773	100%
Female	2,096	76%
Male	677	24%

Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by HHSC.

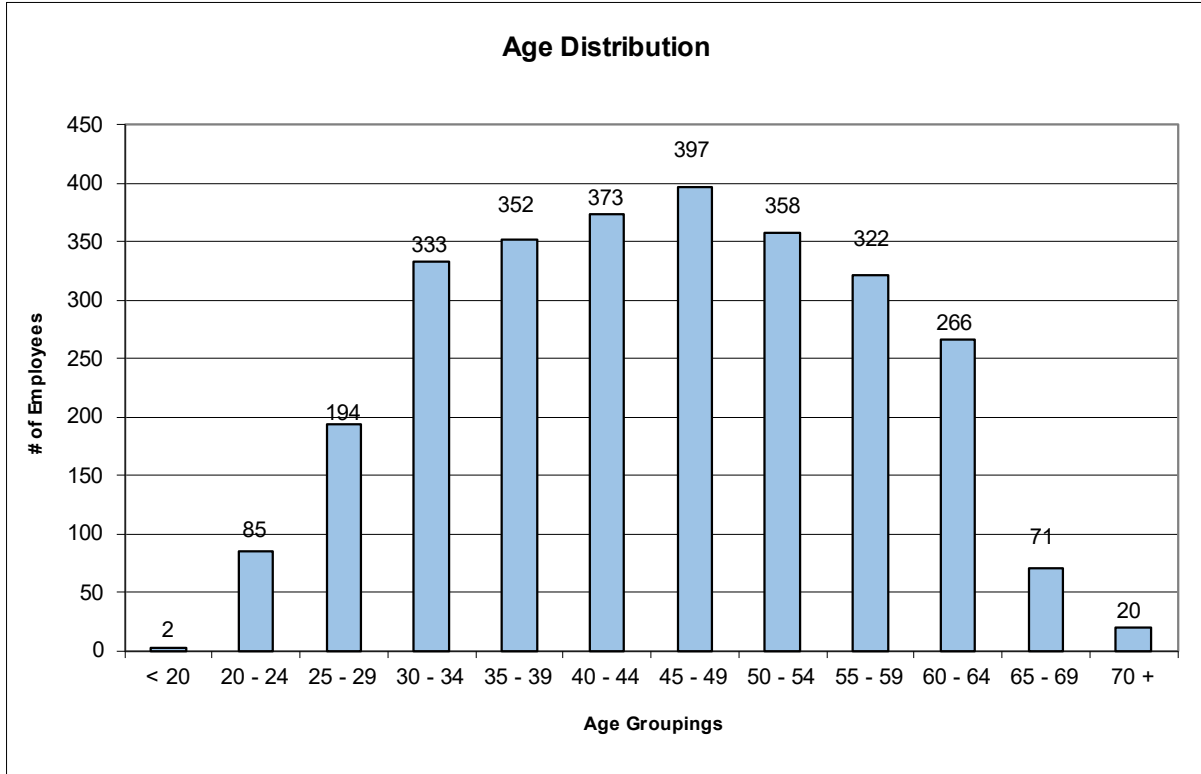
Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	364	13.13%
02	HGEA	Blue Collar, Supvry	15	0.54%
03	HGEA	White Collar, Non-Supvry	412	14.86%
04	HGEA	White Collar, Supvry	17	0.61%
09	HGEA	Registered Prof'l Nurses	817	29.46%
10	UPW	Institutional, Health and Correctional Workers	667	24.05%
13	HGEA	Professional & Scientific	300	10.82%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			2,496	93.47%

Total Workforce: 2,773

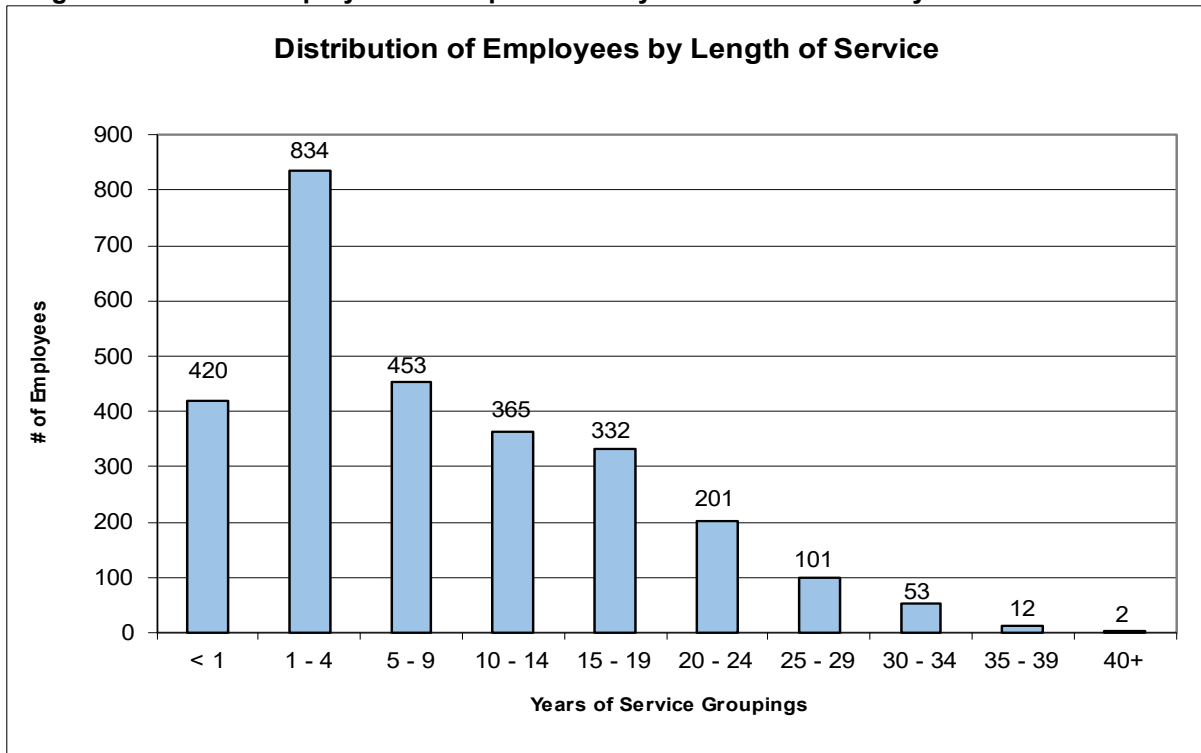
Due to rounding of percentages, the individual percentages do not add up to 93.47%.

HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by HHSC.



Length of service of employees in the personnel system administered by HHSC.



HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

Five-year projection on the number of employees in the personnel system administered by HHSC who will be eligible for retirement by the end of fiscal year 2026-2027 (i.e., ending June 30, 2027).

TOTAL NUMBER OF EMPLOYEES IN THE HHSC WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY22)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2027	PERCENT OF HHSC WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2027
		FY23	FY24	FY25	FY26	FY27		
2,655	142	81	60	50	52	63	448	16.87%
118	10	4	5	8	3	3	33	27.97%
2,773	152	85	65	58	55	66	481*	17.35%

*Assumes no retirements of eligible employees prior to 06/30/2027.