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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 27, 2023

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

The Honorable Scott Saiki, Speaker
and Members of the House
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 2023 State of Hawaii Executive Branch Workforce Profile Report.

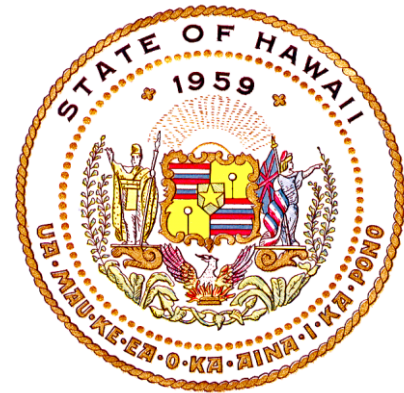
In accordance with Section 93-16, Hawaii Revised Statutes, a copy of the report is also transmitted to the Legislative Reference Bureau Library, and the report may be viewed electronically at <http://dhrd.hawaii.gov/reports/workforce-reports/>.

Sincerely,

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 2023

Workforce Demographic Data
as of June 30, 2023

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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 46,189 civil service and exempt employees as of June 30, 2023.¹ 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, DHRD, at (808) 587-1056, Fax (808) 587-1088, or e-mail address dhrd.erd.pto@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, 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	11,413	24.71%
Exempt Employees	2,322	5.03%
Department of Human Resources Development Total:	13,735	29.74%
Department of Education (DOE)		
Civil Service Employees	3,132	6.78%
Exempt Employees	2,065	4.47%
Support Services Personnel	2,760	5.98%
Teachers & Educational Officers	13,580	29.40%
Department of Education Employees Total*:	21,537	46.63%
University of Hawaii (UH)		
Administrative, Professional & Technical Staff	2,451	5.31%
Civil Service and Exempt	1,018	2.20%
Executive/Managerial	200	0.43%
Faculty	2,973	6.44%
Graduate Assistants**	1,381	2.99%
Lecturers	***	
University of Hawaii Employees Total***:	8,023	17.37%
Hawaii Health Systems Corporation (HHSC)		
Civil Service Employees	2,768	5.99%
Exempt Employees	126	0.27%
Hawaii Health Systems Corporation Total:	2,894	6.27%
TOTAL WORKFORCE	46,189	100.00%

*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 1,300 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.

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	46,127	100%
Female	29,034	63%
Male	17,093	37%

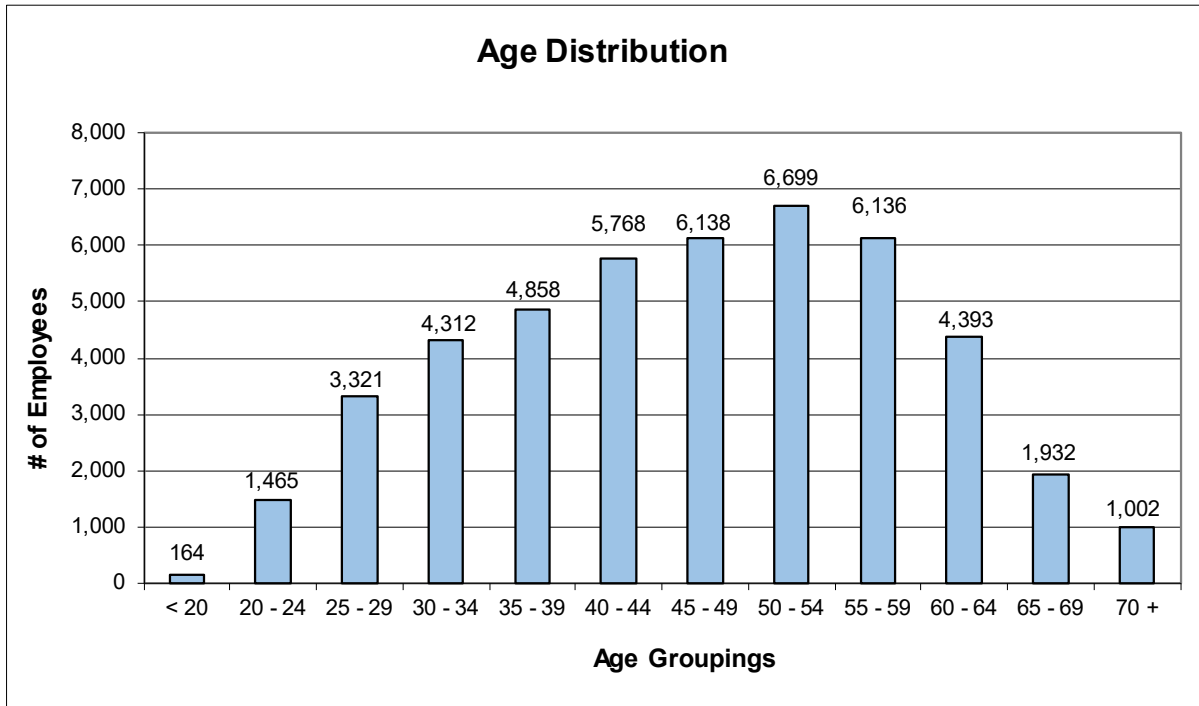
Bargaining unit distribution of employees covered by collective bargaining in the Executive Branch.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	4,584	9.92%
02	HGEA	Blue Collar, Supvry	435	0.94%
03	HGEA	White Collar, Non-Supvry	8,020	17.36%
04	HGEA	White Collar, Supvry	542	1.17%
05	HSTA	DOE Teachers	12,322	26.68%
06	HGEA	DOE Educational Officers	954	2.07%
07	UHPA	UH Faculty	2,801	6.06%
08	HGEA	UH Administrative, Professional, and Technical	2,330	5.04%
09	HGEA	Registered Professional Nurses	1,268	2.75%
10	UPW	Institutional, Health and Correctional Workers	2,101	4.55%
11	HFFA	Firefighters	206	0.45%
13	HGEA	Professional & Scientific	5,520	11.95%
14	HGEA	State Law Enforcement Officers	416	0.90%
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			41,499	89.85%

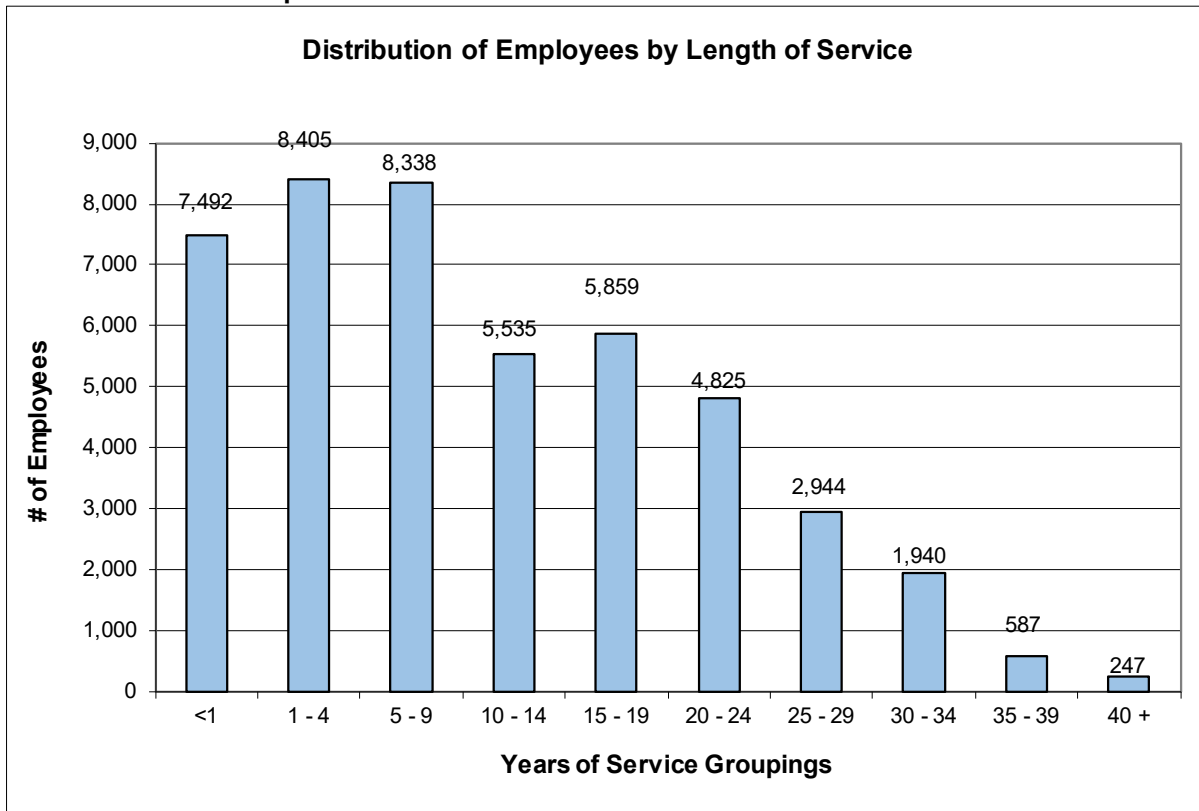
Total Workforce: 46,189

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 2027-2028 (i.e., ending June 30, 2028).

TOTAL NUMBER OF EMPLOYEES IN THE EXECUTIVE BRANCH	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY23)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2028	PERCENT OF EXECUTIVE BRANCH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2028
		FY24	FY25	FY26	FY27	FY28		
46,189	5,206	1,095	1,206	1,237	1,265	1,315	11,324*	24.52%

*Assumes no retirements of eligible employees prior to 06/30/2028.

PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Number of employees in the personnel system administered by DHRD.

DEPARTMENT	CIVIL SERVICE	EXEMPT	TOTAL	PERCENT OF TOTAL HRD WORKFORCE
ACCOUNTING & GENERAL SERVICES	475	152	627	4.56%
AGRICULTURE	223	14	237	1.73%
ATTORNEY GENERAL	340	286	626	4.56%
BUDGET & FINANCE	171	169	340	2.48%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	118	185	303	2.21%
COMMERCE & CONSUMER AFFAIRS	245	191	436	3.17%
DEFENSE	184	185	369	2.69%
GOVERNOR	0	48	48	0.35%
HAWAIIAN HOME LANDS	68	60	128	0.93%
HEALTH	2,080	309	2,389	17.39%
HI STATE PUBLIC LIBRARIES SYSTEM	414	9	423	3.08%
HUMAN RESOURCES DEVELOPMENT	61	5	66	0.48%
HUMAN SERVICES	1,562	113	1,675	12.20%
LABOR & INDUSTRIAL RELATIONS	343	281	624	4.54%
LAW ENFORCEMENT	2	4	6	0.04%
LAND & NATURAL RESOURCES	685	90	775	5.64%
LIEUTENANT GOVERNOR	0	10	10	0.07%
PUBLIC SAFETY	2,061	89	2,150	15.65%
TAXATION	264	45	309	2.25%
TRANSPORTATION	2,117	77	2,194	15.97%
TOTAL:	11,413	2,322	13,735	100.00%

Due to rounding of percentages, the sum of the individual percentages does not equal 100.00%.

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	626	227	36.26%	399	63.74%
AGRICULTURE	237	97	40.93%	140	59.07%
ATTORNEY GENERAL	626	384	61.34%	242	38.66%
BUDGET & FINANCE	340	202	59.41%	138	40.59%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	303	171	56.44%	132	43.56%
COMMERCE & CONSUMER AFFAIRS	435	282	64.83%	153	35.17%
DEFENSE	368	132	35.87%	236	64.13%
GOVERNOR	46	29	63.04%	17	36.96%
HAWAIIAN HOME LANDS	128	87	67.97%	41	32.03%
HEALTH	2,376	1,539	64.77%	837	35.23%
HI STATE PUBLIC LIBRARIES SYSTEM	421	310	73.63%	111	26.37%
HUMAN RESOURCES DEVELOPMENT	64	53	82.81%	11	17.19%
HUMAN SERVICES	1,661	1,167	70.26%	494	29.74%
LABOR & INDUSTRIAL RELATIONS	622	403	64.79%	219	35.21%
LAND & NATURAL RESOURCES	771	288	37.35%	483	62.65%
LAW ENFORCEMENT	6	3	50.00%	3	50.00%
LIEUTENANT GOVERNOR	10	6	60.00%	4	40.00%
PUBLIC SAFETY	2,148	653	30.40%	1,495	69.60%
TAXATION	308	196	63.64%	112	36.36%
TRANSPORTATION	2,185	661	30.25%	1,524	69.75%
TOTAL:	13,681	6,890	50.36%	6,791	49.64%

**PERSONNEL SYSTEM ADMINISTERED BY DHRD
WORKFORCE OVERVIEW**

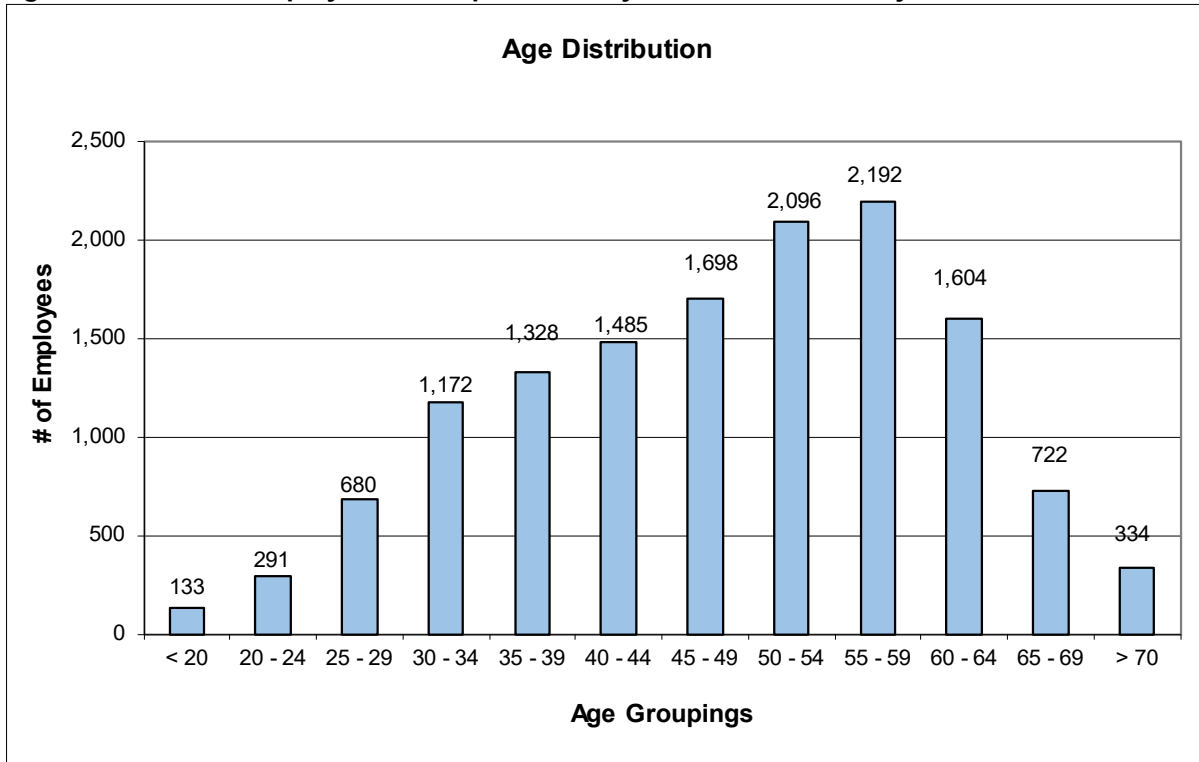
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by DHRD.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	1,764	12.84%
02	HGEA	Blue Collar, Supvry	179	1.30%
03	HGEA	White Collar, Non-Supvry	2,928	21.32%
04	HGEA	White Collar, Supvry	222	1.62%
09	HGEA	Registered Professional Nurses	414	3.01%
10	UPW	Institutional, Health and Correctional Workers	1,369	9.97%
11	HFFA	Firefighters	206	1.50%
13	HGEA	Professional & Scientific	4,203	30.60%
14	HGEA	State Law Enforcement Officers	416	3.03%
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			11,701	85.19%

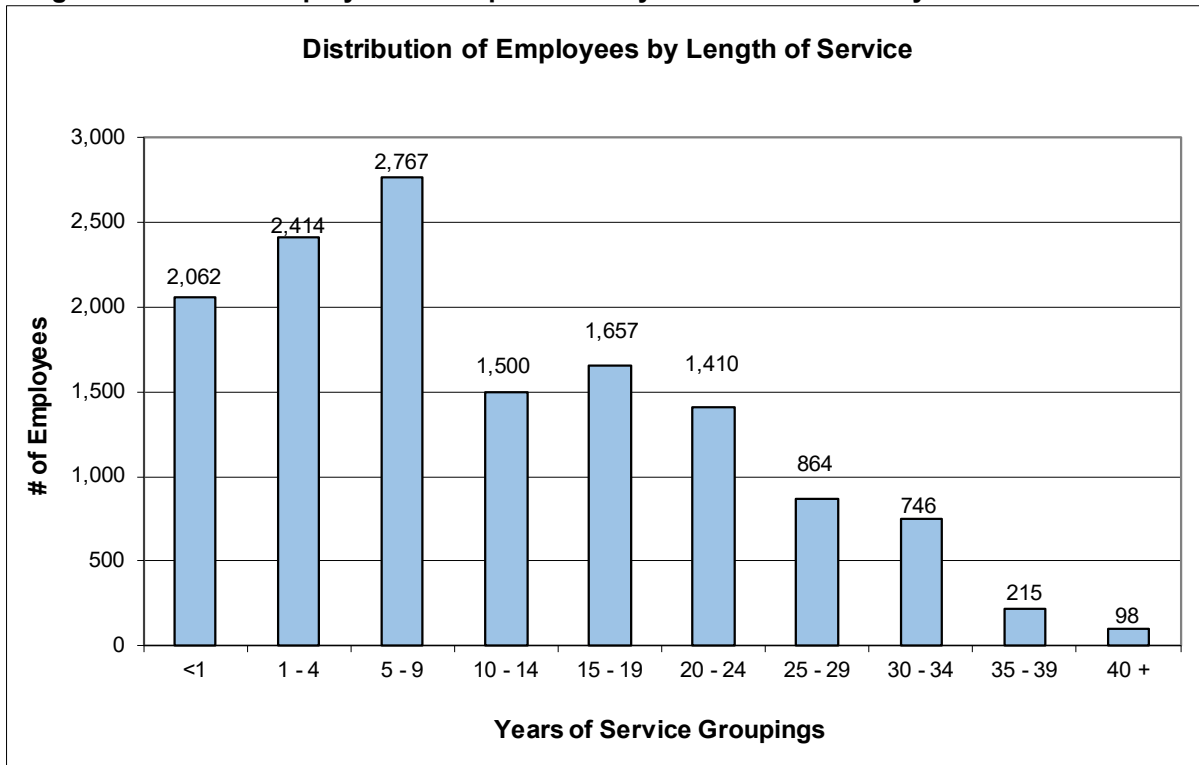
Total Workforce: 13,735

PERSONNEL SYSTEM ADMINISTERED BY DHRD WORKFORCE OVERVIEW

Age distribution of employees in the personnel system administered by DHRD



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 2027-2028 (i.e., ending June 30, 2028).

DEPARTMENT	TOTAL NUMBER OF EMPLOYEES IN THE PERSONNEL SYSTEM ADMINISTERED BY DHRD	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY23)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2028	PERCENT OF DEPARTMENTAL WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2028
			FY24	FY25	FY26	FY27	FY28		
ACCOUNTING & GENERAL SERVICES	627	109	20	21	17	21	20	208	33.17%
AGRICULTURE	237	40	10	3	3	5	7	68	28.69%
ATTORNEY GENERAL	626	121	12	20	22	17	18	210	33.55%
BUDGET & FINANCE	340	35	4	15	9	8	6	77	22.65%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	303	47	7	9	9	9	11	92	30.36%
COMMERCE & CONSUMER AFFAIRS	436	44	16	14	21	15	19	129	29.59%
DEFENSE	369	39	4	7	7	11	11	79	21.41%
GOVERNOR	48	0	0	0	2	0	1	3	6.25%
HAWAIIAN HOME LANDS	128	25	2	4	4	0	2	37	28.91%
HEALTH	2,389	296	60	59	68	78	91	652	27.29%
HI STATE PUBLIC LIBRARIES SYSTEM	423	71	15	13	18	11	12	140	33.10%
HUMAN RESOURCES DEVELOPMENT	66	10	6	5	4	0	1	26	39.39%
HUMAN SERVICES	1,675	223	65	61	62	50	56	517	30.87%
LABOR & INDUSTRIAL RELATIONS	624	67	15	13	13	8	11	127	20.35%
LAND & NATURAL RESOURCES	775	94	20	21	23	20	18	196	25.29%
LIEUTENANT GOVERNOR	10	0	1	0	0	0	0	1	10.00%
PUBLIC SAFETY	2,150	348	53	65	69	76	72	683	31.77%
TAXATION	309	48	11	11	12	8	6	96	31.07%
TRANSPORTATION	2,194	311	74	84	76	73	73	691	31.49%
TOTALS:	13,729	1,928	395	425	439	410	435	4,032*	29.37%

*Assumes no retirements of eligible employees prior to 06/30/2028.

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	21,537	100%
Civil Service & Exempt	5,197	24%
Support Services Personnel	2,760	13%
Teachers & Educational Officers	13,580	63%

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	21,529	100%
Female	15,578	72%
Male	5,951	28%

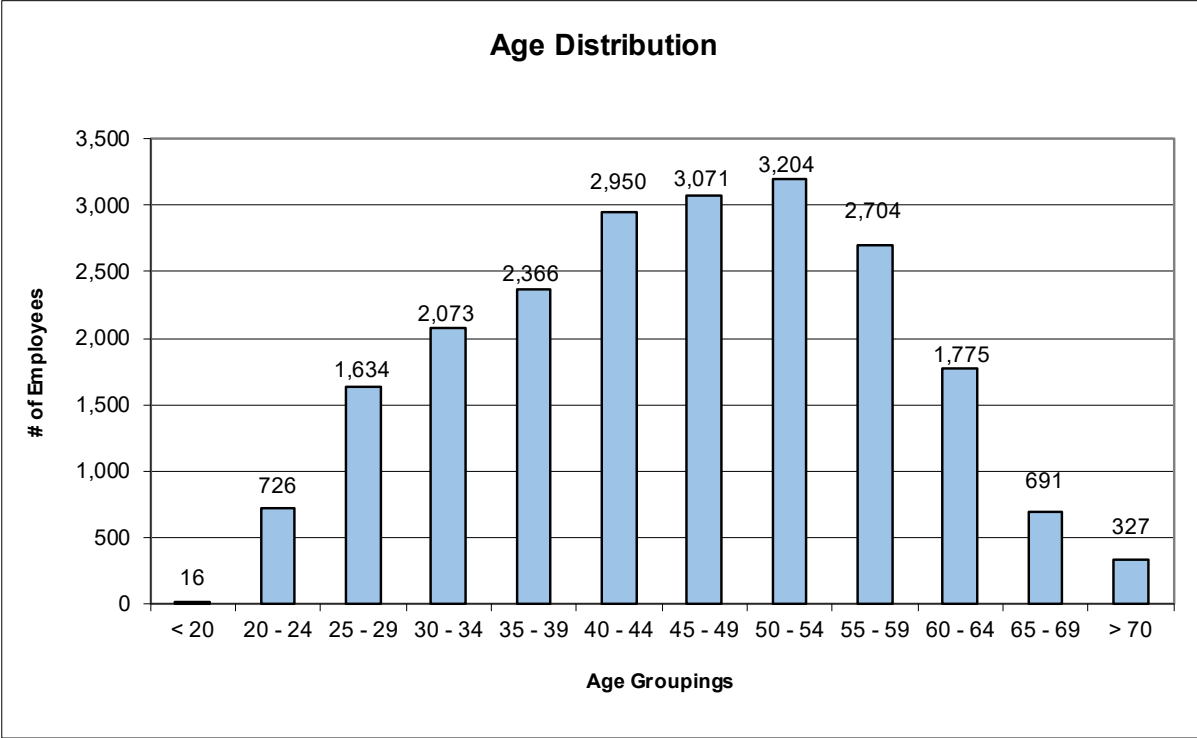
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by the DOE.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	1,993	9.25%
02	HGEA	Blue Collar, Supvry	227	1.05%
03	HGEA	White Collar, Non-Supvry	4,248	19.72%
04	HGEA	White Collar, Supvry	269	1.25%
05	HSTA	BOE Teachers	12,322	57.21%
06	HGEA	BOE Educational Officers	954	4.43%
09	HGEA	Registered Prof'l Nurses	2	0.01%
10	UPW	Institutional, Health and Correctional Workers	29	0.13%
13	HGEA	Professional & Scientific	994	4.62%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			21,038	97.68%

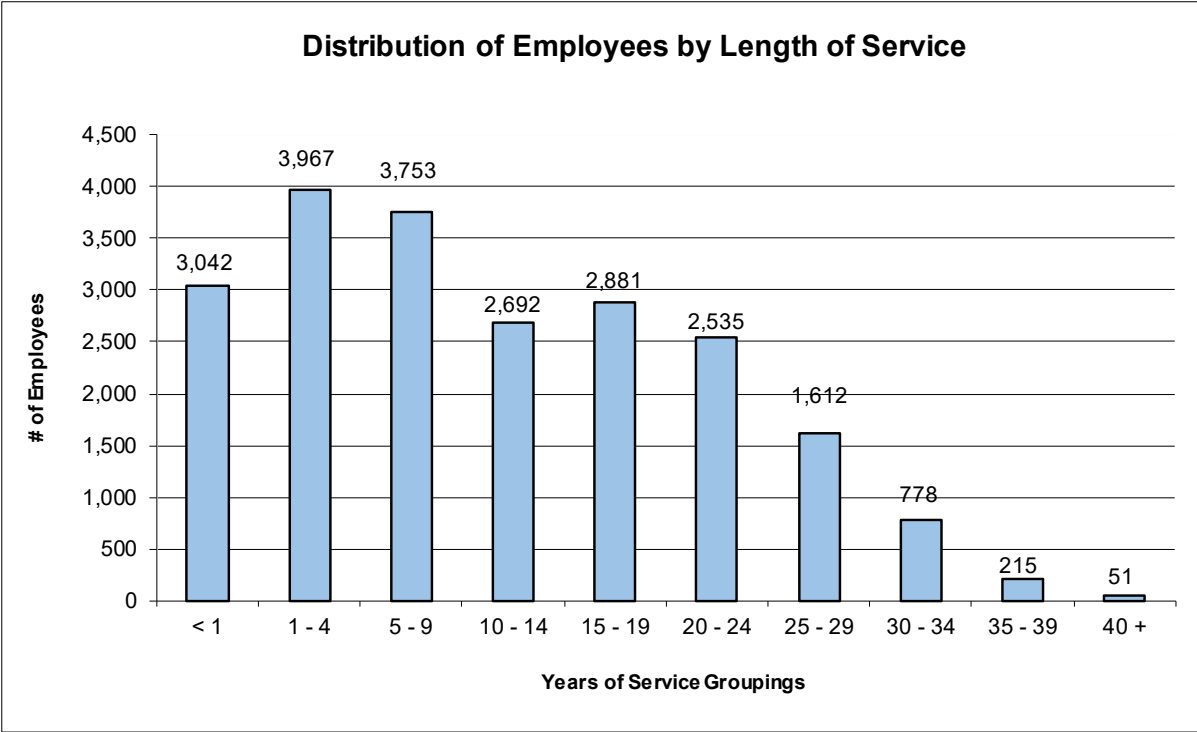
Total Workforce: 21,537

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 2027-2028 (i.e., ending June 30, 2028).

DEPARTMENT OF EDUCATION	TOTAL NUMBER OF EMPLOYEES IN THE DOE WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY23)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2028	PERCENT OF DOE WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2028
			FY24	FY25	FY26	FY27	FY28		
CIVIL SERVICE & EXEMPT	5,197	582	105	169	160	139	175	1,330	25.59%
SUPPORT SERVICES PERSONNEL	2,760	294	66	78	91	63	82	674	24.42%
CERTIFICATED	13,580	1,135	300	297	346	422	388	2,888	21.27%
TOTALS:	21,537	2,011	471	544	597	624	645	4,892*	22.71%

*Assumes no retirements of eligible employees prior to 06/30/2028.

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	8,023	100%
Administrative, Professional & Technical Staff	2,451	30.5%
Civil Service & Exempt*	1,018	12.7%
Executive/Managerial	200	2.5%
Faculty	2,973	37.1%
Graduate Assistants**	1,381	17.2%
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 1,300 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.

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

Gender Distribution	8,023	100%
Female	4,392	55%
Male	3,631	45%

UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

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

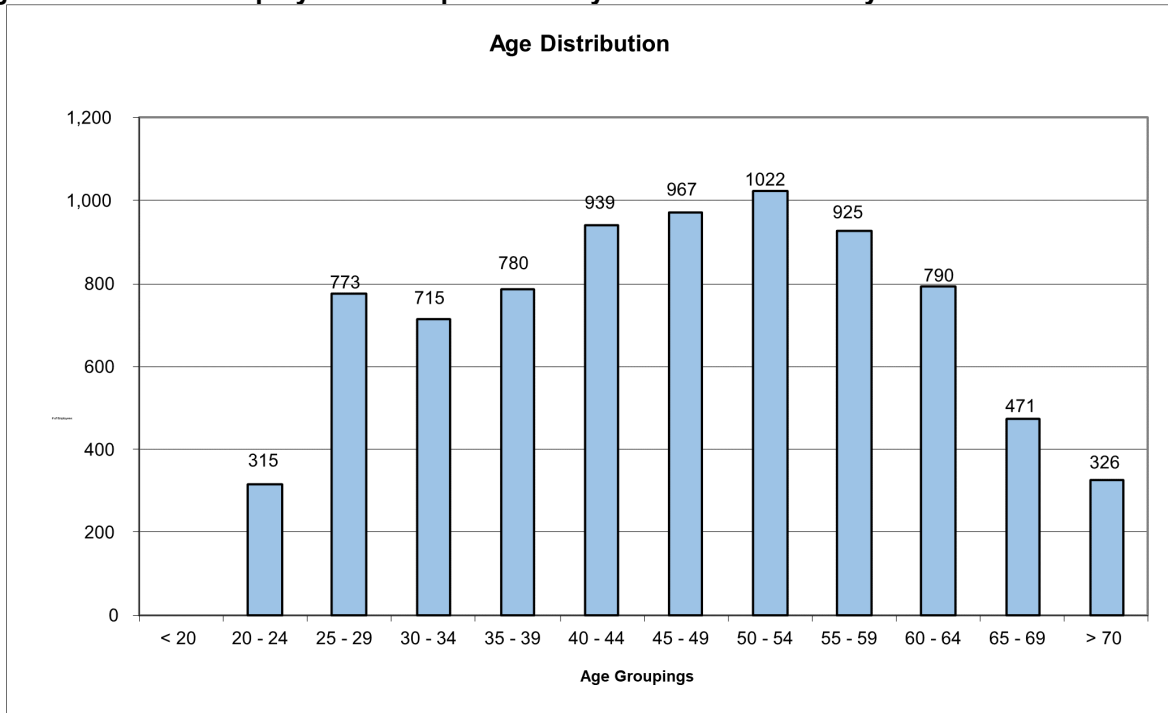
Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Suprvy	455	5.67%
02	HGEA	Blue Collar, Suprvy	13	0.16%
03	HGEA	White Collar, Non-Suprvy	414	5.16%
04	HGEA	White Collar, Suprvy	35	0.44%
07	UHPA	Faculty	2,801	34.91%
08	HGEA	Administrative, Professional, & Technical	2,330	29.04%
09	HGEA	Registered Prof'l Nurses	9	0.11%
10	UPW	Institutional, Health and Correctional Workers	2	0.02%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			6,059	75.52%

Total Workforce: 8,023

Due to rounding of percentages, the sum of the individual percentages does not equal 75.52%.

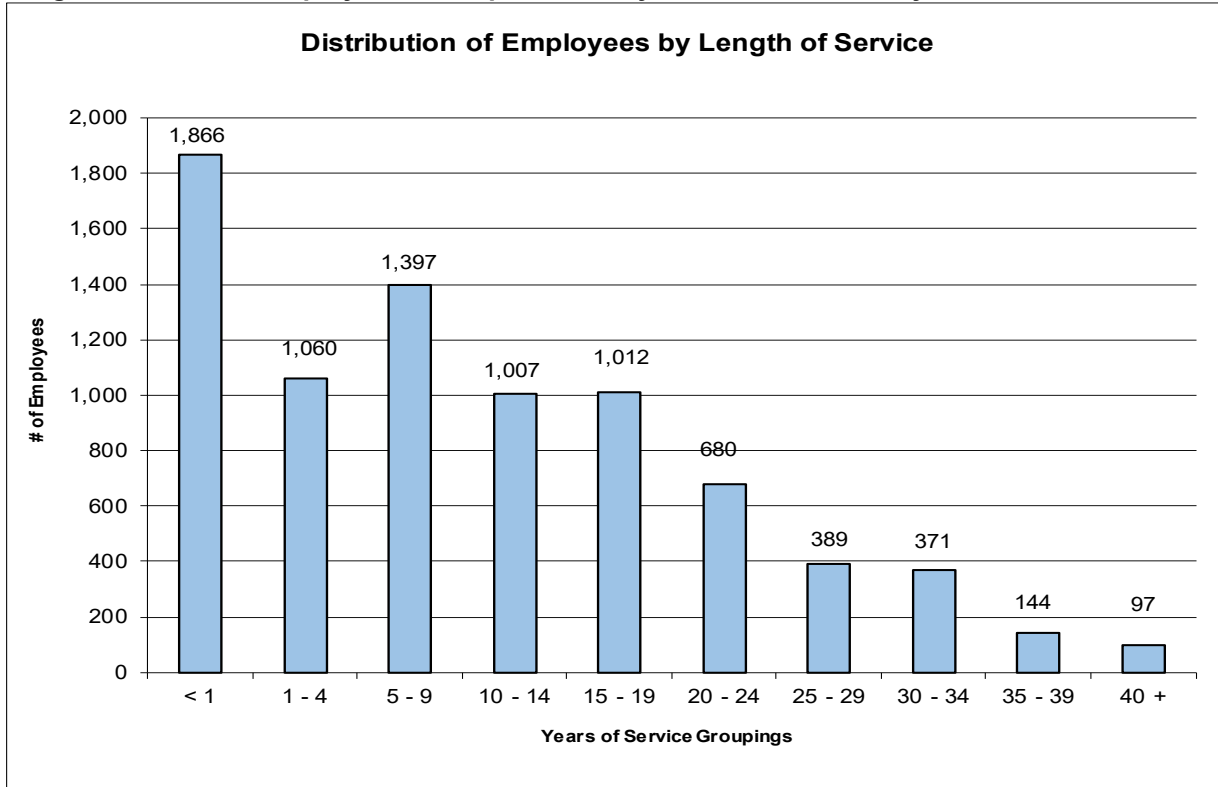
UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

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



UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

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 2027-2028 (i.e., ending June 30, 2028).

UNIVERSITY OF HAWAII	TOTAL NUMBER OF EMPLOYEES IN THE UH WORKFORCE*	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY23)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2028	PERCENT OF THE UH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2028
			FY24	FY25	FY26	FY27	FY28		
ADMINISTRATIVE, PROFESSIONAL & TECHNICAL	2,451	300	60	56	48	55	61	580	23.66%
CIVIL SERVICE & EXEMPT	1,018	229	40	31	32	31	33	396	38.90%
EXECUTIVE/MANAGERIAL	200	37	13	9	2	11	9	81	40.50%
FACULTY	2,973	590	57	80	64	79	69	939	31.58%
TOTALS:	6,642	1,156	170	176	146	176	172	1,996*	30.05%

* 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 06/30/2028.

HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

Number of employees in the personnel system administered by HHSC.

Total Workforce	2,894	100%
Civil Service	2,768	96%
Exempt	126	4%

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

Gender Distribution	2,894	100%
Female	2,174	75%
Male	720	25%

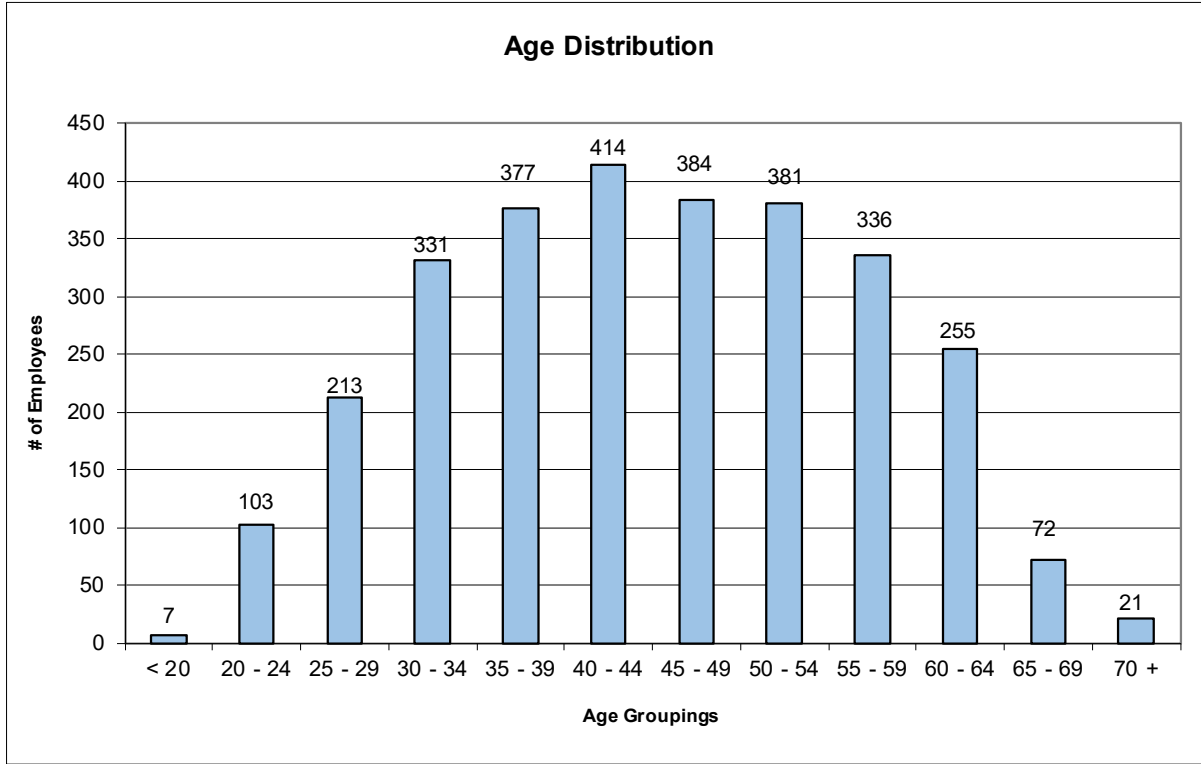
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by HHSC.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	372	12.85%
02	HGEA	Blue Collar, Supvry	16	0.55%
03	HGEA	White Collar, Non-Supvry	430	14.86%
04	HGEA	White Collar, Supvry	16	0.55%
09	HGEA	Registered Prof'l Nurses	843	29.13%
10	UPW	Institutional, Health and Correctional Workers	701	24.22%
13	HGEA	Professional & Scientific	323	11.16%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			2,701	93.33%

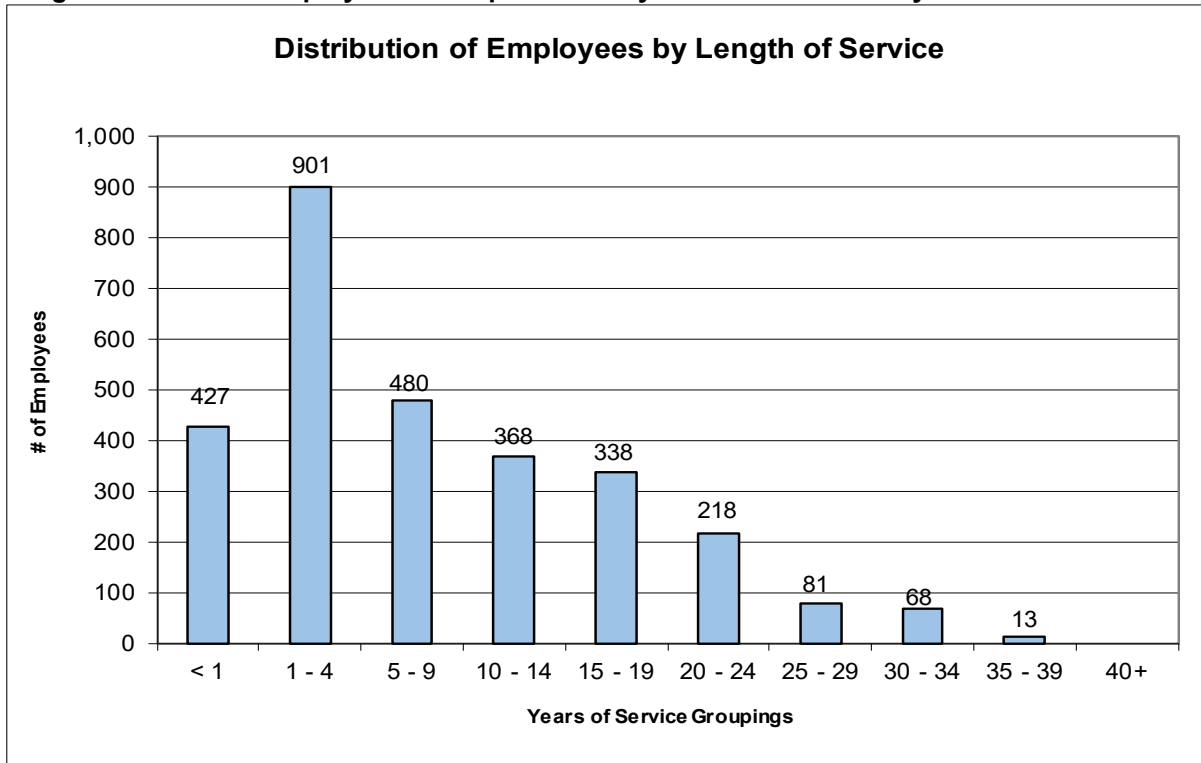
Total Workforce: 2,894

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 2027-2028 (i.e., ending June 30, 2028).

HAWAII HEALTH SYSTEMS CORPORATION	TOTAL NUMBER OF EMPLOYEES IN THE HHSC WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY23)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2028	PERCENT OF HHSC WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2028
			FY24	FY25	FY26	FY27	FY28		
CIVIL SERVICE	2,768	101	55	57	47	52	61	373	13.48%
EXEMPT	126	10	4	4	8	3	2	31	24.60%
TOTALS:	2,894	111	59	61	55	55	63	404*	13.96%

*Assumes no retirements of eligible employees prior to 06/30/2028.