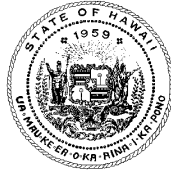


JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

BRIAN K. FURUTO
DEPUTY DIRECTOR
KA HOPE 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 16, 2024

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

The Honorable Nadine Nakamura, Speaker
and Members of the House
Thirty-Third State Legislature
State Capitol, Room 431
Honolulu, Hawaii 96813

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

For your information and consideration, I am transmitting herewith the 2024 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/>.

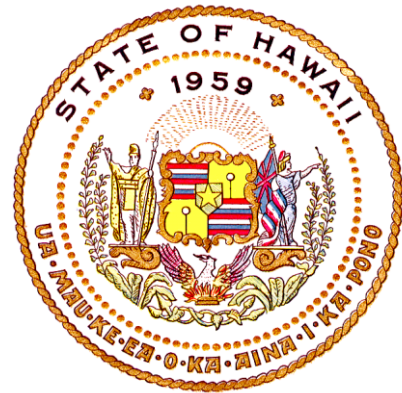
Sincerely,

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 2024

Workforce Demographic Data
as of June 30, 2024

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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 47,143 civil service and exempt employees as of June 30, 2024.¹ 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, 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	11,661	24.74%
Exempt Employees	2,390	5.07%
Department of Human Resources Development Total:	14,051	29.81%
Department of Education (DOE)		
Civil Service Employees	2,972	6.30%
Exempt Employees	2,170	4.60%
Support Services Personnel	2,746	5.82%
Teachers & Educational Officers	13,932	29.55%
Department of Education Employees Total*:	21,820	46.28%
University of Hawaii (UH)		
Administrative, Professional & Technical Staff	2,605	5.53%
Civil Service and Exempt	1,014	2.15%
Executive/Managerial	209	0.44%
Faculty	3,064	6.50%
Graduate Assistants**	1,380	2.93%
Lecturers	***	
University of Hawaii Employees Total***:	8,272	17.55%
Hawaii Health Systems Corporation (HHSC)		
Civil Service Employees	2,845	6.03%
Exempt Employees	155	0.33%
Hawaii Health Systems Corporation Total:	3,000	6.36%
TOTAL WORKFORCE	47,143	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	47,018	100%
Female	29,637	63%
Male	17,381	37%

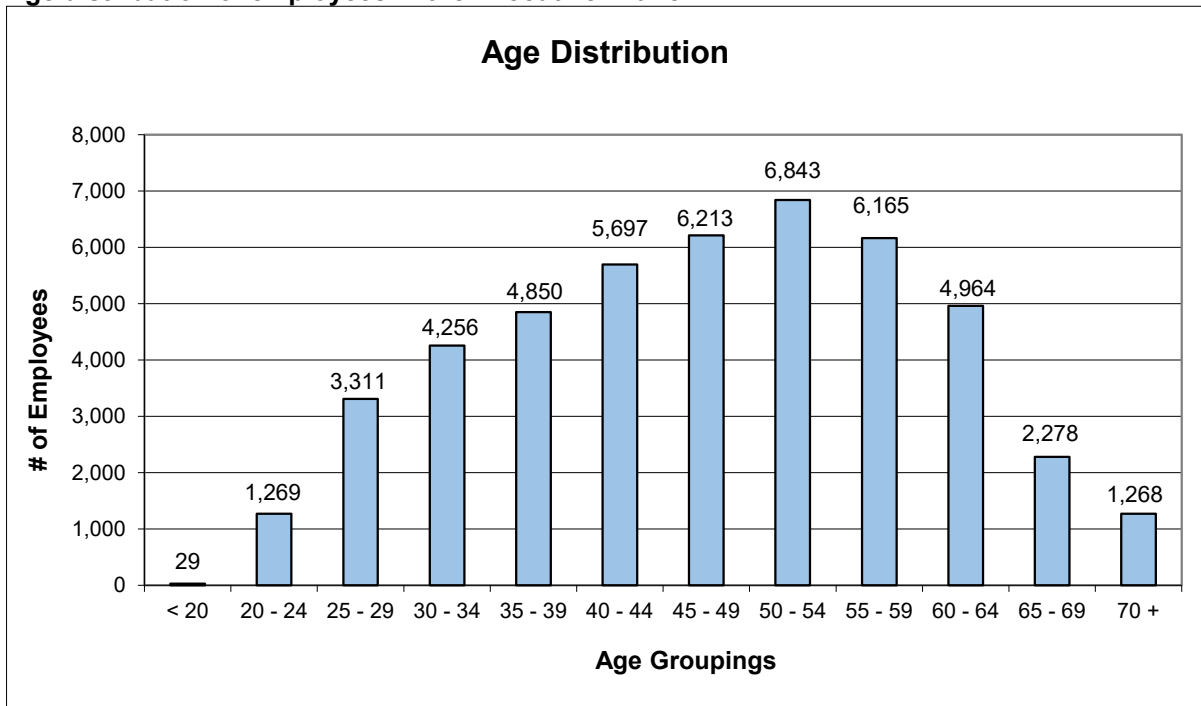
Bargaining unit distribution of employees covered by collective bargaining in the Executive Branch.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	4,649	9.86%
02	HGEA	Blue Collar, Supvry	424	0.90%
03	HGEA	White Collar, Non-Supvry	8,005	16.98%
04	HGEA	White Collar, Supvry	547	1.16%
05	HSTA	DOE Teachers	12,621	26.77%
06	HGEA	DOE Educational Officers	989	2.10%
07	UHPA	UH Faculty	2,888	6.13%
08	HGEA	UH Administrative, Professional, and Technical	2,482	5.26%
09	HGEA	Registered Professional Nurses	1,310	2.78%
10	UPW	Institutional, Health and Correctional Workers	2,200	4.67%
11	HFFA	Firefighters	210	0.45%
13	HGEA	Professional & Scientific	5,641	11.97%
14	HGEA	State Law Enforcement Officers	421	0.89%
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			42,387	89.91%

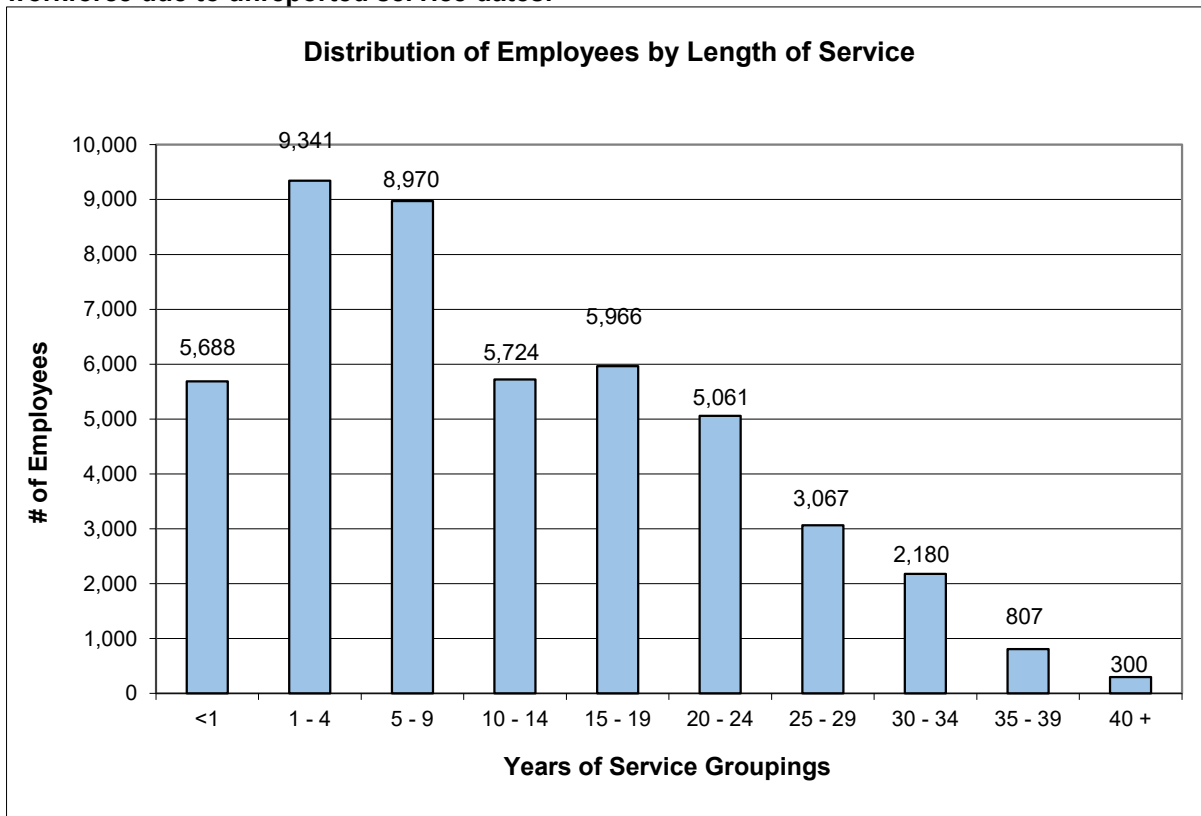
Total Workforce: 47,143

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, 2029).

TOTAL NUMBER OF EMPLOYEES IN THE EXECUTIVE BRANCH	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY24)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2029	PERCENT OF EXECUTIVE BRANCH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2029
		FY25	FY26	FY27	FY28	FY29		
47,143	6,085	1,211	1,198	1,264	1,281	1,284	12,323*	26.14%

*Assumes no retirements of eligible employees prior to 06/30/2029.

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	480	149	629	4.48%
AGRICULTURE	230	12	242	1.72%
ATTORNEY GENERAL	334	286	620	4.41%
BUDGET & FINANCE	162	172	334	2.38%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	122	204	326	2.32%
COMMERCE & CONSUMER AFFAIRS	232	210	442	3.15%
CORRECTIONS & REHABILITATION	1,765	83	1,848	13.15%
DEFENSE	201	191	392	2.79%
GOVERNOR	0	52	52	0.37%
HAWAIIAN HOME LANDS	70	65	135	0.96%
HEALTH	2,131	317	2,448	17.42%
HI STATE PUBLIC LIBRARIES SYSTEM	440	8	448	3.19%
HUMAN RESOURCES DEVELOPMENT	70	14	84	0.60%
HUMAN SERVICES	1,581	133	1,714	12.20%
LABOR & INDUSTRIAL RELATIONS	341	186	527	3.75%
LAND & NATURAL RESOURCES	734	96	830	5.91%
LAW ENFORCEMENT	361	24	385	2.74%
LIEUTENANT GOVERNOR	0	16	16	0.11%
TAXATION	265	50	315	2.24%
TRANSPORTATION	2,142	122	2,264	16.11%
TOTAL:	11,661	2,390	14,051	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	627	230	36.68%	397	63.32%
AGRICULTURE	242	97	40.08%	145	59.92%
ATTORNEY GENERAL	619	386	62.36%	233	37.64%
BUDGET & FINANCE	334	191	57.19%	143	42.81%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	326	179	54.91%	147	45.09%
COMMERCE & CONSUMER AFFAIRS	441	282	63.95%	159	36.05%
CORRECTIONS & REHABILITATION	1,843	650	35.27%	1,193	64.73%
DEFENSE	391	137	35.04%	254	64.96%
GOVERNOR	50	32	64.00%	18	36.00%
HAWAIIAN HOME LANDS	135	90	66.67%	45	33.33%
HEALTH	2,421	1,581	65.30%	840	34.70%
HI STATE PUBLIC LIBRARIES SYSTEM	445	333	74.83%	112	25.17%
HUMAN RESOURCES DEVELOPMENT	83	66	79.52%	17	20.48%
HUMAN SERVICES	1,698	1,197	70.49%	501	29.51%
LABOR & INDUSTRIAL RELATIONS	524	350	66.79%	174	33.21%
LAND & NATURAL RESOURCES	824	304	36.89%	520	63.11%
LAW ENFORCEMENT	384	55	14.32%	329	85.68%
LIEUTENANT GOVERNOR	16	10	62.50%	6	37.50%
TAXATION	314	194	61.78%	120	38.22%
TRANSPORTATION	2,253	698	30.98%	1,555	69.02%
TOTAL:	13,970	7,062	50.55%	6,908	49.45%

**PERSONNEL SYSTEM ADMINISTERED BY DHRD
WORKFORCE OVERVIEW**

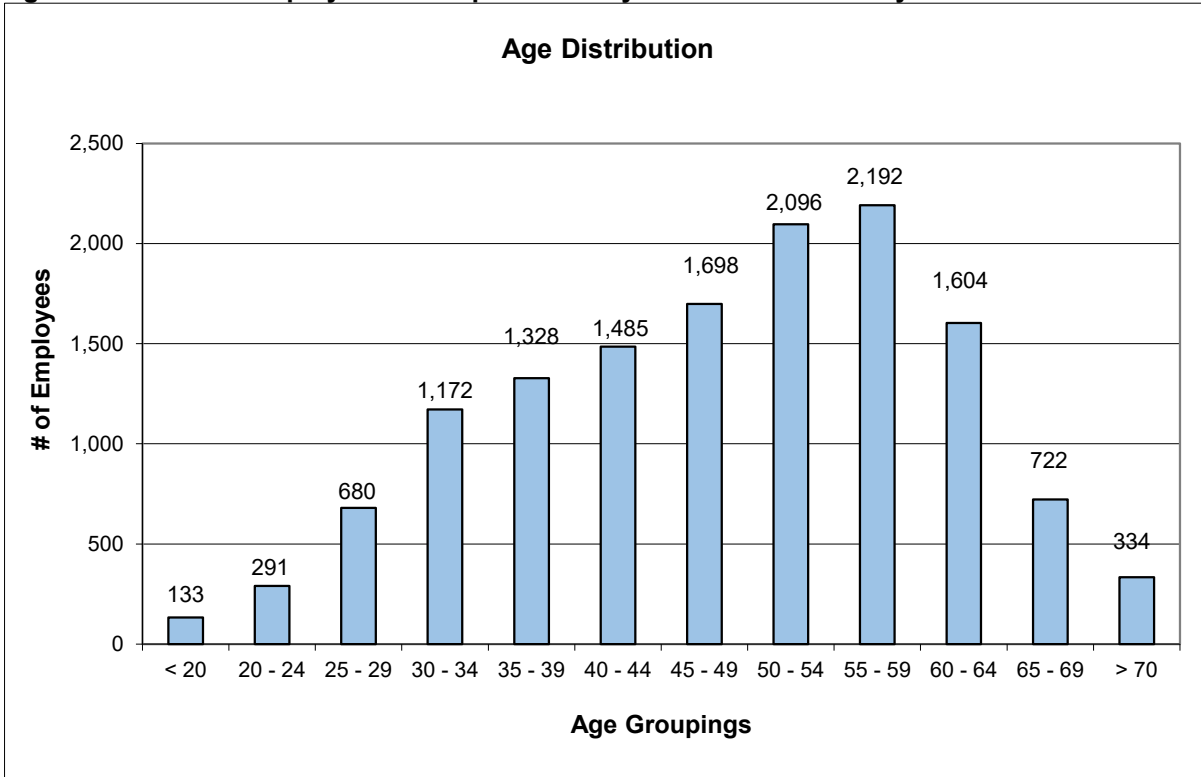
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by DHRD.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	1,855	13.20%
02	HGEA	Blue Collar, Supvry	174	1.24%
03	HGEA	White Collar, Non-Supvry	2,950	20.99%
04	HGEA	White Collar, Supvry	227	1.62%
09	HGEA	Registered Professional Nurses	413	2.94%
10	UPW	Institutional, Health and Correctional Workers	1,447	10.30%
11	HFFA	Firefighters	210	1.49%
13	HGEA	Professional & Scientific	4,335	30.85%
14	HGEA	State Law Enforcement Officers	421	3.00%
TOTAL NO. OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			12,032	85.63%

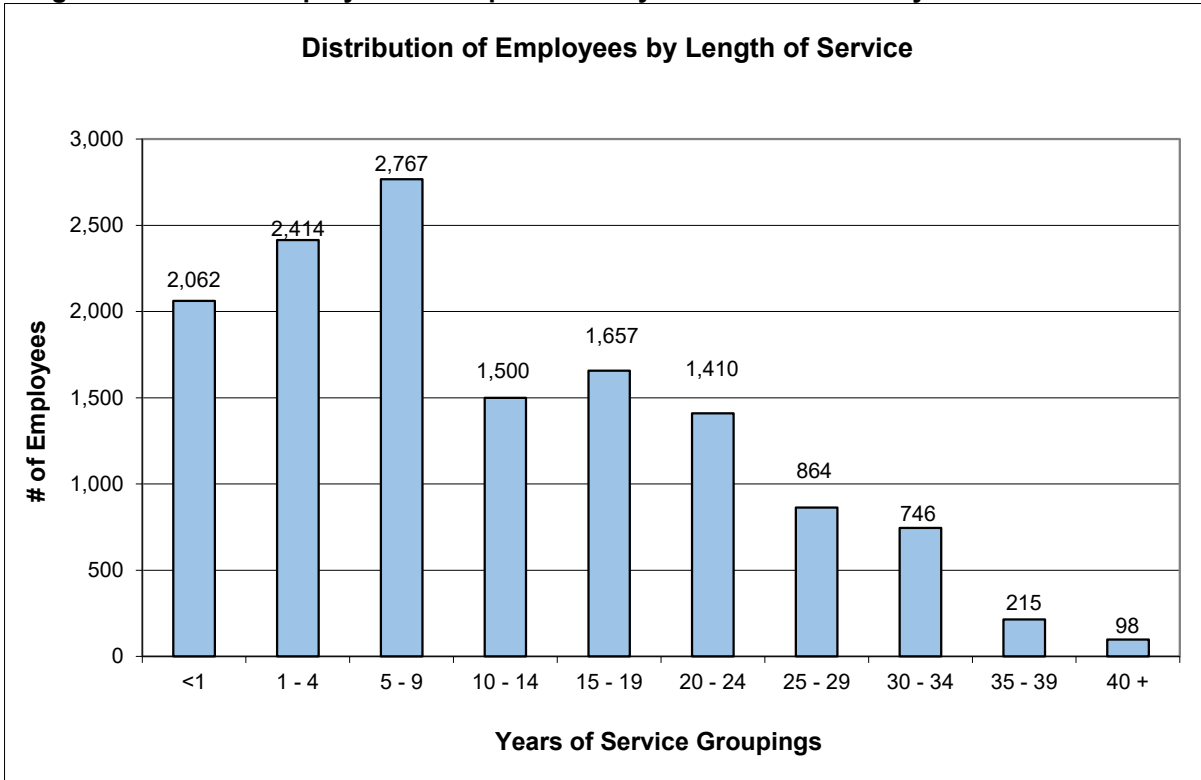
Total Workforce: 14,051

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 2028-2029 (i.e., ending June 30, 2029).

DEPARTMENT	TOTAL NUMBER OF EMPLOYEES IN THE PERSONNEL SYSTEM ADMINISTERED BY DHRD	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY24)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2029	PERCENT OF DEPARTMENTAL WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2029
			FY25	FY26	FY27	FY28	FY29		
ACCOUNTING & GENERAL SERVICES	629	127	15	21	19	22	26	230	36.57%
AGRICULTURE	242	46	2	6	6	8	8	76	31.40%
ATTORNEY GENERAL	620	122	20	16	17	24	27	226	36.45%
BUDGET & FINANCE	334	37	9	7	5	7	13	78	23.35%
BUSINESS, ECONOMIC DEVELOPMENT & TOURISM	326	51	8	9	9	9	11	97	29.75%
COMMERCE & CONSUMER AFFAIRS	442	49	19	15	16	17	24	140	31.67%
CORRECTIONS & REHABILITATION	1,848	350	54	68	62	49	50	633	34.25%
DEFENSE	392	38	7	11	11	10	11	88	22.45%
GOVERNOR	52	0	1	0	0	0	1	2	3.85%
HAWAIIAN HOME LANDS	135	21	3	0	3	4	7	38	28.15%
HEALTH	2,448	322	61	72	86	56	75	672	27.45%
HI STATE PUBLIC LIBRARIES SYSTEM	448	78	18	10	12	13	13	144	32.14%
HUMAN RESOURCES DEVELOPMENT	84	21	3	0	2	3	2	31	36.90%
HUMAN SERVICES	1,714	290	62	46	50	42	46	536	31.27%
LABOR & INDUSTRIAL RELATIONS	527	74	13	8	10	17	13	135	25.62%
LAND & NATURAL RESOURCES	830	108	24	18	19	23	23	215	25.90%
LAW ENFORCEMENT	385	46	12	5	8	11	13	95	24.68%
LIEUTENANT GOVERNOR	16	1	0	0	0	0	0	1	6.25%
TAXATION	315	60	12	9	6	10	11	108	34.29%
TRANSPORTATION	2,264	377	68	72	70	79	93	759	33.52%
TOTALS:	14,051	2,218	411	393	411	404	467	4304*	30.63%

*Assumes no retirements of eligible employees prior to 06/30/2029.

**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	21,820	100%
Civil Service & Exempt	5,142	24%
Support Services Personnel	2,746	13%
Teachers & Educational Officers	13,932	64%

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	21,777	100%
Female	15,790	73%
Male	5,987	27%

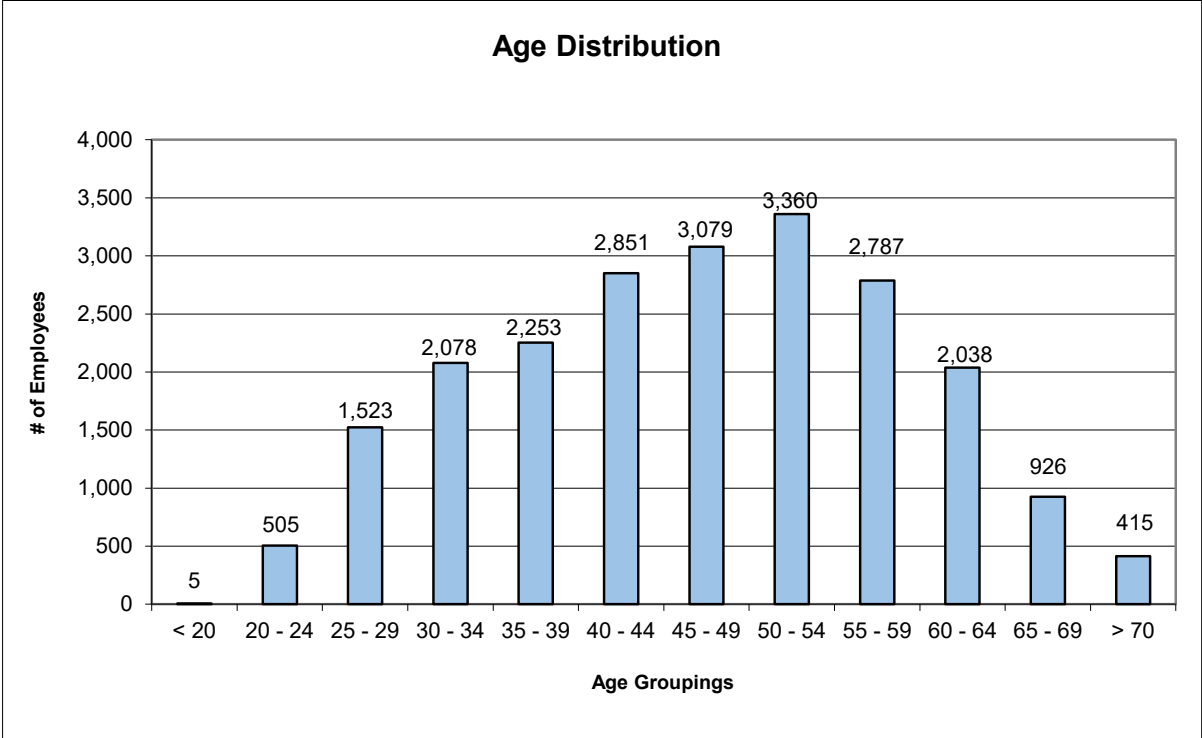
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by the DOE.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	1,949	8.93%
02	HGEA	Blue Collar, Supvry	222	1.02%
03	HGEA	White Collar, Non-Supvry	4,223	19.35%
04	HGEA	White Collar, Supvry	267	1.22%
05	HSTA	BOE Teachers	12,621	57.84%
06	HGEA	BOE Educational Officers	989	4.53%
09	HGEA	Registered Prof'l Nurses	4	0.02%
10	UPW	Institutional, Health and Correctional Workers	28	0.13%
13	HGEA	Professional & Scientific	989	4.53%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			21,292	97.58%

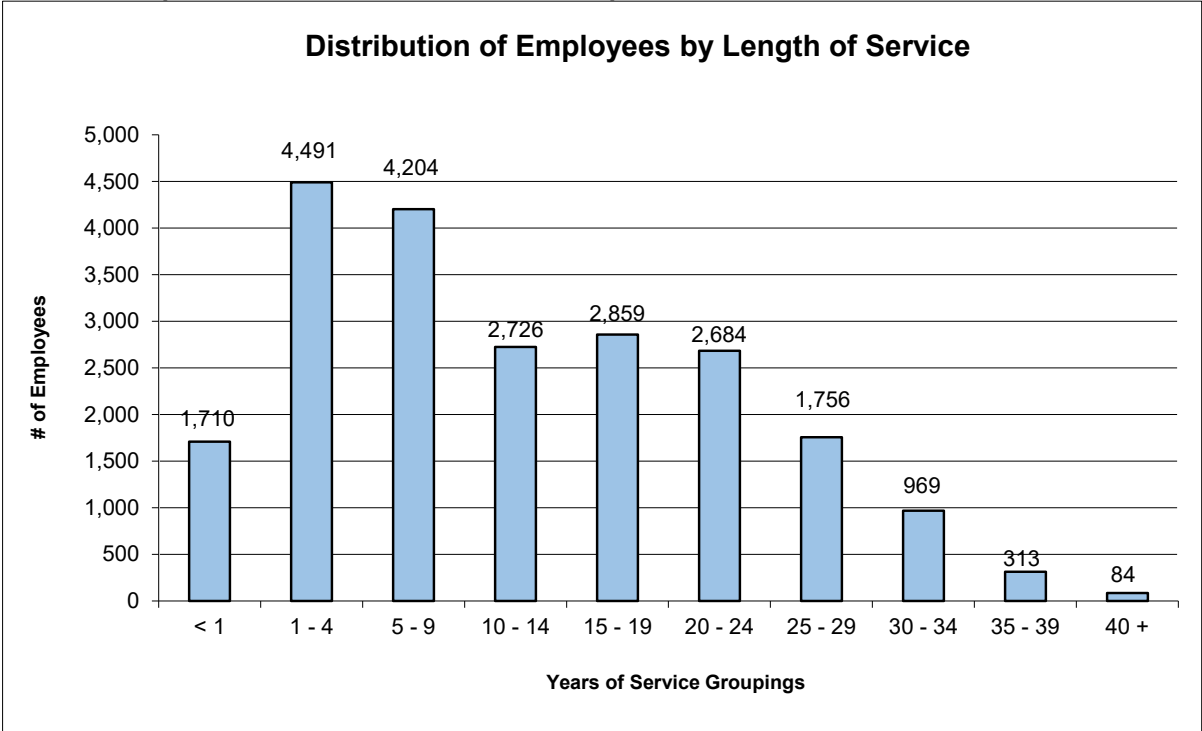
Total Workforce: 21,820

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 2028-2029 (i.e., ending June 30, 2029).

DEPARTMENT OF EDUCATION	TOTAL NUMBER OF EMPLOYEES IN THE DOE WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY24)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2029	PERCENT OF DOE WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2029
			FY25	FY26	FY27	FY28	FY29		
CIVIL SERVICE & EXEMPT	5,142	695	153	134	167	167	155	1,471	28.61%
SUPPORT SERVICES PERSONNEL	2,746	370	85	60	77	93	68	753	27.42%
CERTIFICATED	13,932	1,450	339	417	375	390	351	3,322	23.84%
TOTALS:	21,820	2,515	577	611	619	650	574	5,546*	25.42%

*Assumes no retirements of eligible employees prior to 06/30/2029.

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	8,272	100%
Administrative, Professional & Technical Staff	2,605	31.5%
Civil Service & Exempt*	1,014	12.3%
Executive/Managerial	209	2.5%
Faculty	3,064	37.0%
Graduate Assistants**	1,380	16.7%
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	8,272	100%
Female	4,532	55%
Male	3,740	45%

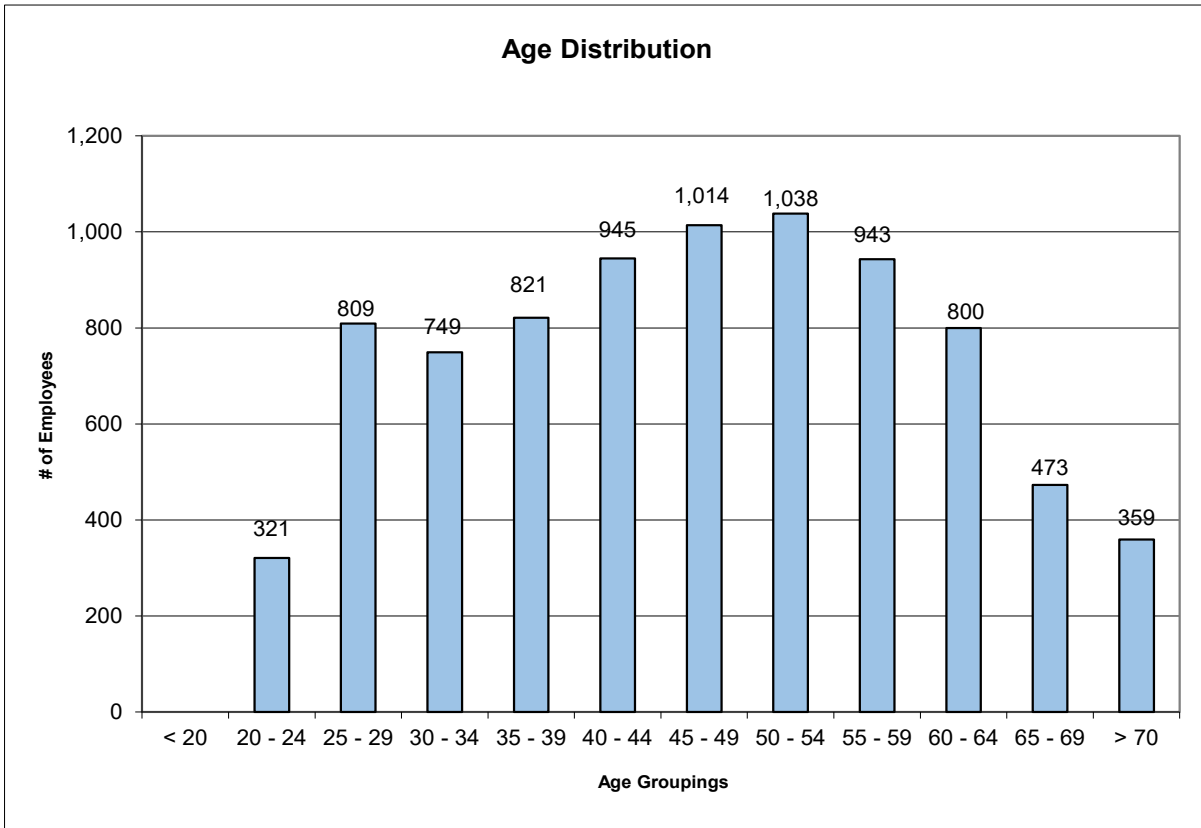
UNIVERSITY OF HAWAII WORKFORCE OVERVIEW

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

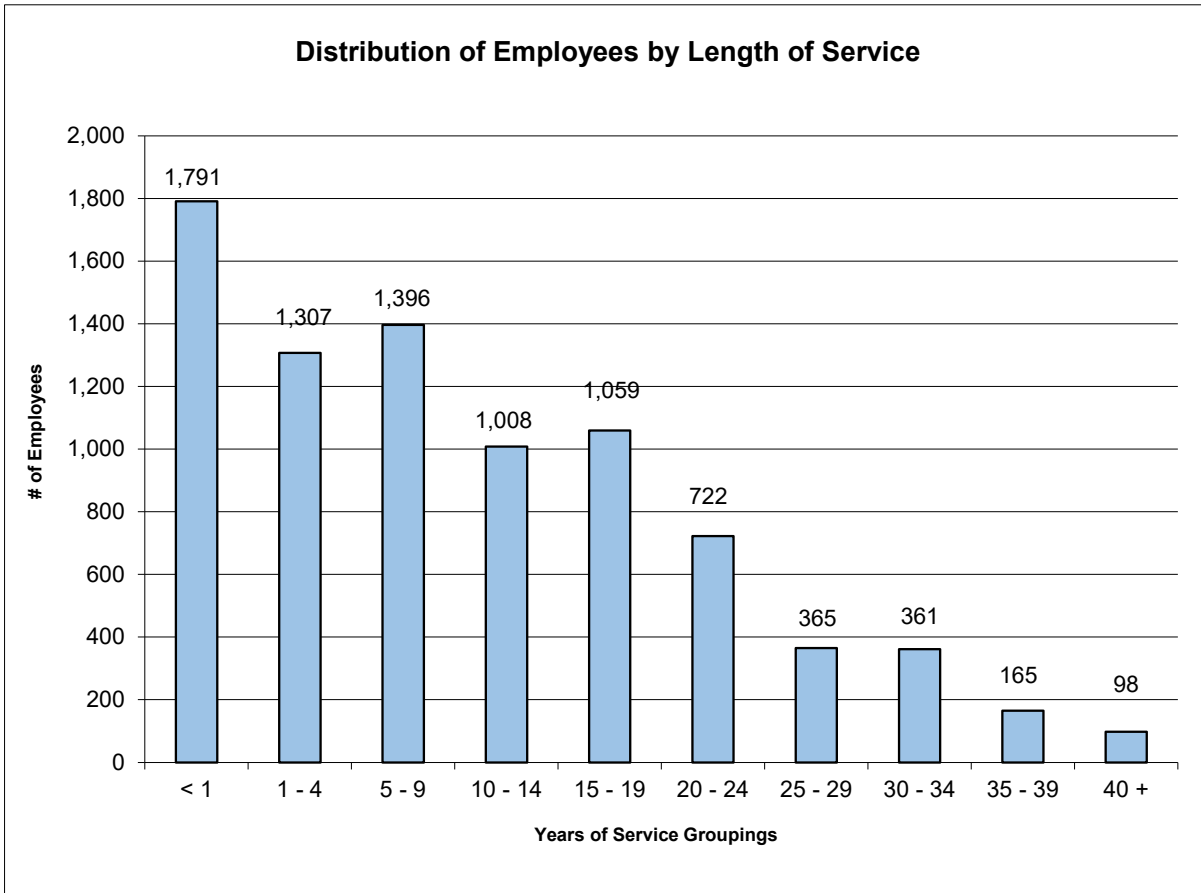
Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	463	5.60%
02	HGEA	Blue Collar, Supvry	13	0.16%
03	HGEA	White Collar, Non-Supvry	396	4.79%
04	HGEA	White Collar, Supvry	35	0.42%
07	UHPA	Faculty	2,888	34.91%
08	HGEA	Administrative, Professional, & Technical	2,482	30.00%
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:			6,288	76.02%

Total Workforce: 8,272

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 2028-2029 (i.e., ending June 30, 2029).

UNIVERSITY OF HAWAII	TOTAL NUMBER OF EMPLOYEES IN THE UH WORKFORCE*	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY24)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT BY 06/30/2029	PERCENT OF THE UH WORKFORCE ELIGIBLE TO RETIRE BY 06/30/2029
			FY25	FY26	FY27	FY28	FY29		
ADMINISTRATIVE, PROFESSIONAL & TECHNICAL	2,605	307	56	46	56	63	58	586	22.50%
CIVIL SERVICE & EXEMPT	1,014	229	32	30	32	32	23	378	37.28%
EXECUTIVE/MANAGERIAL	209	52	9	3	11	8	10	93	44.50%
FACULTY	3,064	584	76	62	75	69	89	955	31.17%
TOTALS:	6,892	1,172	173	141	174	172	180	2,012*	29.19%

* 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 06/30/2029.

HAWAII HEALTH SYSTEMS CORPORATION WORKFORCE OVERVIEW

Number of employees in the personnel system administered by HHSC.

Total Workforce	3,000	100%
Civil Service	2,845	95%
Exempt	155	5%

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

Gender Distribution	2,999	100%
Female	2,253	75%
Male	746	25%

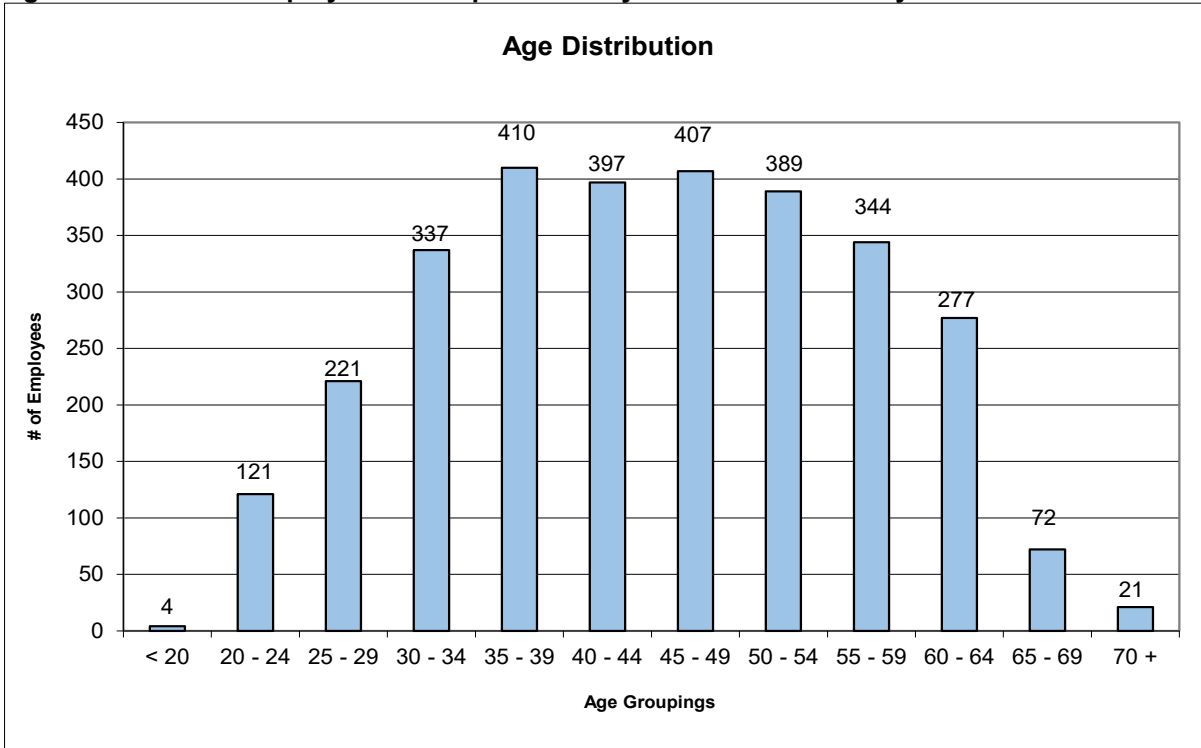
Bargaining unit distribution of employees covered by collective bargaining in the personnel system administered by HHSC.

Union Code	Exclusive Representative	Collective Bargaining Group	Employee Count	Percent of Workforce
01	UPW	Blue Collar, Non-Supvry	382	12.73%
02	HGEA	Blue Collar, Supvry	15	0.50%
03	HGEA	White Collar, Non-Supvry	436	14.53%
04	HGEA	White Collar, Supvry	18	0.60%
09	HGEA	Registered Prof'l Nurses	884	29.47%
10	UPW	Institutional, Health and Correctional Workers	723	24.10%
13	HGEA	Professional & Scientific	317	10.57%
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING:			2,775	92.50%

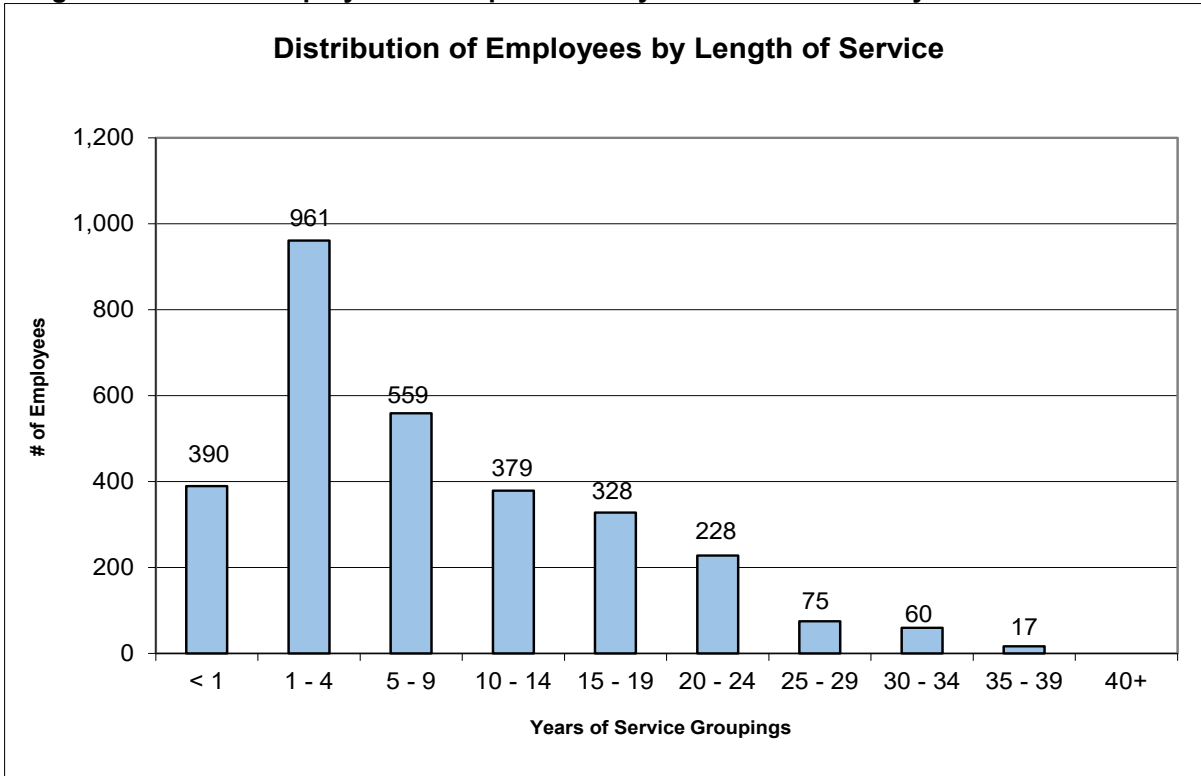
Total Workforce: 3,000

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 2028-2029 (i.e., ending June 30, 2029).

HAWAII HEALTH SYSTEMS CORPORATION	TOTAL NUMBER OF EMPLOYEES IN THE HHSC WORKFORCE	NUMBER OF EMPLOYEES CURRENTLY ELIGIBLE FOR RETIREMENT (FY24)	PROJECTED NUMBER OF EMPLOYEES WHO ATTAIN FULL RETIREMENT ELIGIBILITY					TOTAL NUMBER OF EMPLOYEES ELIGIBLE FOR RETIREMENT ON 06/30/2029	PERCENT OF HHSC WORKFORCE ELIGIBLE TO RETIRE ON 06/30/2029
			FY25	FY26	FY27	FY28	FY29		
CIVIL SERVICE	2,845	166	44	50	59	48	59	426	14.97%
EXEMPT	155	14	6	3	1	7	4	35	22.58%
TOTALS:	3,000	180	50	53	60	55	63	461*	15.37%

*Assumes no retirements of eligible employees prior to 06/30/2029.