

## **IMPORTANT INFORMATION**

**State of Hawaii Department of Labor and Industrial Relations (DLIR)  
Human Resources Office – 830 Punchbowl Street, Room 415 – Honolulu, HI 96813**

*The information you provide will be used to determine whether you meet public employment requirements and the minimum qualification requirements in the Class Specifications. As required by Federal and/or State laws, we do not discriminate on the basis of age, sex (including gender identity or expression), religion, race, color, ancestry, national origin, disability, marital status, veteran's status, sexual orientation, arrest or court record, citizenship, genetic information or any other protected characteristics. The State of Hawaii is an equal opportunity employer and complies with applicable State and Federal laws relating to employment practices.*

**MERIT CIVIL SERVICE SYSTEM:** The employment of persons in the civil service, as defined by State law, is governed by the merit principle. Applicants must meet the minimum qualification requirements of the position being sought, including all education, experience, licensure, certification, security clearances, and other public employment requirements for State Civil Service employment. It is the applicant's responsibility to provide complete information. The information submitted may be verified. Applicants must meet the requirements and qualify on appropriate employment related tests to be eligible for employment consideration.

**LEGAL AUTHORIZATION TO WORK REQUIREMENT:** The State of Hawaii requires all persons seeking employment with the government of the State shall be citizens, nationals, or permanent resident aliens of the United States, or eligible under federal law for unrestricted employment in the United States.

**HAWAII STATE RESIDENCY REQUIREMENT:** Effective July 1, 2007, persons who are non-residents of the State of Hawaii will have thirty (30) days from the date they begin their State employment to become Hawaii residents. While an employee of the State of Hawaii, they must maintain their Hawaii residency.

**PHYSICAL/MEDICAL REQUIREMENTS:** Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

**REASONABLE ACCOMMODATION:** Applicants with special needs should contact our office during business hours at (808) 586-9084 at the time of application.

**JOB APPLICATIONS:** The DLIR Human Resources Office utilizes a highly efficient computerized recruiting system from job-building to interview referrals. Applicants save time by creating one application to apply for current and future jobs. Please refer to our "First Time Users Guide" for step-by-step instructions. Applicants who are unable to apply online are asked to contact us at (808) 586-9084 during normal business hours for assistance.

**LANGUAGE ACCESS ASSISTANCE:** All of our written and oral material will be provided to you in English. If you need assistance, please contact us at (808) 586-9084 during normal business hours.

**VETERANS PREFERENCE POINTS:** (Open Competitive Recruitments Only). To receive 5 Veterans Preference Points, an applicant must submit a copy of the DD214 (Member 4) verifying dates of honorable service. To receive 10 Veterans Preference Points, submit a copy of an official statement/letter from the U.S. Department of Veteran Affairs or armed service dated within the past 12 months which confirms your qualification to receive 10 points preference.

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**CRIMINAL HISTORY RECORD CHECK:** Individuals who are recommended for hire are required to undergo a criminal history record clearance and other checks, as applicable.

**DLIR HUMAN RESOURCES OFFICE'S LEVELS OF REVIEW:** Applicants will be notified of their status in writing. Applicants who do not agree with a decision or action taken by the DLIR Human Resources Office shall have three successive levels of review. Each review must be concluded before an applicant may request the next higher review. Note that each review is addressed to a specific office.

**1. ADMINISTRATIVE REVIEW.** This is the first level of review. All applicants will be notified of the status of their application when processing of the application is completed. Applicants who do not agree with an action taken by our office or who have questions about their application are strongly advised to first email our at [DLIR.HRO.Admin@hawaii.gov](mailto:DLIR.HRO.Admin@hawaii.gov) to obtain clarification. Applicants who still do not agree with an action taken by our office may then formally request an Administrative Review in writing. The Request must include the job title, recruitment number, and any relevant information, and must be postmarked no later than seven (7) working days from the date of our notice. Requests should be mailed via U.S. Postal Service to: DLIR Human Resources Office, State Department of Labor and Industrial Relations, 830 Punchbowl Street, Room 415 Honolulu, Hawaii 96813. This office is unable to accept requests for review via telephone or fax.

**2. INTERNAL COMPLAINT.** The Internal Complaint is the second level of review. An applicant who does not agree with an action resulting from the Administrative Review may then file an Internal Complaint with the State Department of Labor and Industrial Relations. More information about the Internal Complaint procedures, required forms, and mailing address will be provided in our letter regarding the Administrative Review, if necessary.

**3. APPEAL TO THE MERIT APPEALS BOARD.** An appeal to the Merit Appeals Board is the third level of review. An applicant who does not agree with an action resulting from the Internal Complaint with the State Department of labor and Industrial Relations (DLIR) may then file an appeal to the Merit Appeals Board. Further information and details regarding procedures, required forms, and the mailing address to file an appeal are available at <https://dhrd.hawaii.gov/meritappeals-board/>. If the applicant does not agree with the internal complaint decision rendered by DLIR, it may be appealed in writing to the State Merit Appeals Board within twenty (20) days from the date of the action on the internal complaint. An internal complaint must have been completed by DLIR before an appeal may be requested.

**If you have questions, please email our office at [DLIR.HRO.Admin@hawaii.gov](mailto:DLIR.HRO.Admin@hawaii.gov) for further information.**