

MAR 14 2012

SENATE RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO
CONVENE A TASK FORCE TO EXAMINE MANAGEMENT POLICIES
REGARDING THE USE OF OVERTIME BY STATE AND COUNTY
EMPLOYEES.

1 WHEREAS, the Hawaii Employees' Retirement System has an
2 unfunded liability of approximately \$8,200,000,000; and
3

4 WHEREAS, the amount that employees and their employers are
5 required to contribute to the Employees' Retirement System each
6 year is determined in part by base salaries, while the actual
7 pension payments are based on the three years with the highest
8 overall compensation, which includes overtime, differentials,
9 and other supplemental pay; and
10

11 WHEREAS, a small number of excessive overtime cases can
12 drive up the costs of the Employees' Retirement System
13 significantly; and
14

15 WHEREAS, overtime is authorized by supervisors, and thus
16 management of employees' time and work attendance is a critical
17 factor in the determination of overtime; now, therefore,
18

19 BE IT RESOLVED by the Senate of the Twenty-sixth
20 Legislature of the State of Hawaii, Regular Session of 2012,
21 that the Department of Human Resources Development is requested
22 to convene a task force to examine management policies regarding
23 the use of overtime by state and county employees; and
24

25 BE IT FURTHER RESOLVED that the task force is requested to
26 include the following members or their designees:
27

28 (1) A member of the House of Representatives appointed by
29 the Speaker of the House of Representatives;
30

31 (2) A member of the Senate appointed by the President of
32 the Senate;
33



1 (3) The Director of Human Resources Development;

2
3 (4) The Director of Public Safety;

4
5 (5) A representative from each county of the State
6 appointed by the respective Mayor of the county;

7
8 (6) A representative from the Hawaii Government Employees
9 Association; and

10
11 (7) A representative from the United Public Workers; and
12

13 BE IT FURTHER RESOLVED that the members of the task force
14 serve without compensation; and
15

16 BE IT FURTHER RESOLVED that the task force is requested to
17 investigate, discuss, and review possible methods to reduce the
18 amount of overtime used by state and county employees; and
19

20 BE IT FURTHER RESOLVED that the task force is requested to
21 submit a report of its findings and recommendations, including
22 any proposed legislation, to the Legislature no later than
23 twenty days prior to the convening of the Regular Session of
24 2013; and
25

26 BE IT FURTHER RESOLVED that the task force cease to exist
27 on June 30, 2013; and
28

29 BE IT FURTHER RESOLVED that certified copies of this
30 Resolution be transmitted to the Governor, the Director of Human
31 Resources Development, the Director of Public Safety, the Mayor
32 of each county of the State, the Executive Director of the
33 Hawaii Government Employees Association, and the State Director
34 of the United Public Workers.
35
36
37

OFFERED BY: 

