
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
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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
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11 WHEREAS, a small number of excessive overtime cases can
12 drive up the costs of the Employees' Retirement System
13 significantly; and
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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,
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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
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25 BE IT FURTHER RESOLVED that the task force is requested to
26 include the following members or their designees:
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- 28 (1) A member of the House of Representatives appointed by
29 the Speaker of the House of Representatives;
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31 (2) A member of the Senate appointed by the President of
32 the Senate;
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34 (3) The Director of Human Resources Development;



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- 2 (4) The Director of Public Safety;
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- 4 (5) A representative from each county of the State
- 5 appointed by the Mayor of the respective county;
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- 7 (6) A representative of the Honolulu Police Department
- 8 appointed by the Chief of Police;
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- 10 (7) A representative of the Honolulu Fire Department
- 11 appointed by the Fire Chief;
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- 13 (8) A representative from the Hawaii Government Employees
- 14 Association appointed by its Executive Director; and
- 15
- 16 (9) A representative from the United Public Workers
- 17 appointed by its State Director; and
- 18

19 BE IT FURTHER RESOLVED that the members of the task force
20 are requested to serve without compensation; and

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

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26 BE IT FURTHER RESOLVED that the task force is requested to
27 submit a report of its findings and recommendations, including
28 any proposed legislation, to the Legislature no later than
29 twenty days prior to the convening of the Regular Session of
30 2013; and

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32 BE IT FURTHER RESOLVED that the task force cease to exist
33 on June 30, 2013; and

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35 BE IT FURTHER RESOLVED that certified copies of this
36 Resolution be transmitted to the Governor, the Director of Human
37 Resources Development, the Director of Public Safety, the Mayor
38 of each county of the State, the Chief of the Honolulu Police
39 Department, the Chief of the Honolulu Fire Department, the
40 Executive Director of the Hawaii Government Employees
41 Association, and the State Director of the United Public
42 Workers.

