
A BILL FOR AN ACT

RELATING TO THE EMPLOYEES' RETIREMENT SYSTEM.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that state law requires a
2 police officer employed after June 30, 2012, to meet both age
3 and years of service requirements for retirement. An officer
4 hired after this date is required to have twenty-five years of
5 service and have attained fifty-five years of age. According to
6 a study by the National Center for Biotechnology Information,
7 the years of potential life lost for police officers are
8 twenty-one times greater than that of the general population.
9 Police officers generally have shorter life expectancy due to
10 stress, shift work, obesity, and exposure to hazardous work
11 environments. The study also found that a male police officer
12 who reached fifty years of age between 1950 and 2005 was
13 expected to live only 7.8 additional years, while a male in the
14 general population of the United States that reached fifty years
15 of age in the same time period was expected to live an
16 additional thirty-five years. Further, male police officers
17 fifty to fifty-four years of age had a nearly forty per cent



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1 probability of death compared to a one per cent probability for
2 males in the general population in the same age category.

3 The legislature further finds that, upon considering the
4 results of this study, eliminating the minimum retirement age
5 requirement for police officers and maintaining the twenty-five
6 years of service requirement may help to reduce the mortality
7 rate risk factor for police officers. For example, an officer
8 who joins the police department at twenty years of age would
9 have the option to retire at forty-five years of age, which
10 would significantly reduce the possibility of health risk
11 factors associated with police work. Additionally, the Honolulu
12 and Maui police departments have developed a lateral transfer
13 program to attract former officers from Hawaii or elsewhere to
14 transfer to Honolulu or Maui, but the retirement requirements of
15 twenty-five years of service and minimum age of fifty-five
16 discourage many qualified individuals from transferring.

17 The purpose of this Act is to provide an incentive to
18 recruit and retain more police officers.

19 SECTION 2. Section 88-73, Hawaii Revised Statutes, is
20 amended by amending subsection (a) to read as follows:

21 "(a) Any member who:



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- 1 (1) Became a member before July 1, 2012, and has at least
- 2 five years of credited service and has attained age
- 3 fifty-five;
- 4 (2) Became a member before July 1, 2012, and has at least
- 5 twenty-five years of credited service;
- 6 (3) Has at least ten years of credited service, which
- 7 includes service as a judge before July 1, 1999, an
- 8 elective officer, or a legislative officer;
- 9 (4) Becomes a member after June 30, 2012, and has at least
- 10 ten years of credited service and has attained age
- 11 sixty; or
- 12 (5) Becomes a member after June 30, 2012, and has at least
- 13 twenty-five years of credited service [~~and has~~
- 14 ~~attained age fifty five~~],

15 shall become eligible to receive a retirement allowance after
 16 the member has terminated service."

17 SECTION 3. Section 88-99, Hawaii Revised Statutes, is
 18 amended to read as follows:

19 " ~~[+]~~§88-99~~[+]~~ **Moratorium on benefit enhancements.** There
 20 shall be no benefit enhancements under this chapter for any
 21 group of members, including any reduction of retirement age,



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1 until [~~such time as~~] the actuarial value of the system's assets
2 is one hundred per cent of the system's actuarial accrued
3 liability~~[-]~~; provided that any prohibition on the reduction of
4 retirement age shall not apply to any member subject to section
5 88-73(a)(5)."

6 SECTION 4. Statutory material to be repealed is bracketed
7 and stricken. New statutory material is underscored.

8 SECTION 5. This Act shall take effect upon its approval.

9

INTRODUCED BY: 
By Request
JAN 17 2023



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Report Title:

Maui County Council Package; ERS; Retirement Age

Description:

Repeals the minimum age requirement for individuals who become an Employees' Retirement System member after 6/30/2012, and who have at least 25 years of credited service.

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