
A BILL FOR AN ACT

RELATING TO A LEAVE CASH-OUT PROGRAM.

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

1 SECTION 1. The legislature finds that the rate of daily
2 absences in high-stress state positions is growing and becoming
3 more commonplace, as workers call in sick or simply do not show
4 up for work due to burnout or other related reasons. In the
5 case of the State's correctional facilities, where a lack of
6 staffing could lead to dangerous conditions, workers are often
7 required to stay on the job long after their shift has ended.
8 This leads to further burnout and massive overtime costs for the
9 State.

10 The legislature further finds that allowing employees to
11 cash out part of their accrued vacation leave and compensatory
12 time off, which would otherwise be paid to them when they leave
13 or retire, is a way to incentivize good attendance and improve
14 the overall health of the State's correctional facilities.
15 Additionally, by encouraging workers to report to work, the
16 State can save money on overtime and reduce overall worker
17 burnout.



1 The purpose of this Act is to establish and appropriate
2 funds for a leave cash-out pilot program for department of
3 corrections and rehabilitation employees who work in any state
4 correctional facility.

5 SECTION 2. (a) The department of corrections and
6 rehabilitation shall establish a three-year leave cash-out pilot
7 program for employees who work in any state correctional
8 facility.

9 (b) Participation in the leave cash-out pilot program by
10 department of corrections and rehabilitation employees shall be
11 voluntary. Under the program, at the end of each fiscal
12 quarter, the department of corrections and rehabilitation shall
13 offer an eligible employee, as determined by rule, a cash
14 allowance equivalent to a maximum of seventy-five per cent of
15 the employee's personal leave and compensatory time off accrued
16 during that quarter.

17 (c) The department of corrections and rehabilitation shall
18 submit annual reports of its findings and recommendations,
19 including any proposed legislation, to the legislature no later
20 than twenty days prior to the convening of the regular sessions



1 of 2025, 2026, and 2027; provided that the reports identify the
2 following:

3 (1) The number of individuals who qualified for the pilot
4 program each quarter;

5 (2) Any changes to the amount of overtime worked each
6 quarter;

7 (3) The cost to the department; provided that the cost
8 includes the total amount that the department paid out
9 as cash allowances to employees under the pilot
10 program and does not factor in the costs associated
11 with the changes to the amount of overtime worked;

12 (4) Data on the percentages, in ranges of twenty-five per
13 cent, of accrued leave and compensatory time off that
14 employees received as cash allowances under the pilot
15 program; and

16 (5) Other information that the department may find
17 relevant to highlight the benefits and challenges of
18 the pilot program.

19 (d) The department of corrections and rehabilitation
20 shall, by mutual agreement between the department and the
21 exclusive representative of any applicable collective bargaining



1 unit, establish rules to implement the pilot program and
 2 determine eligibility requirements for participation in the
 3 leave cash-out program; provided that one of the eligibility
 4 requirements shall be that the employee has fewer than twenty-
 5 four hours of approved or unapproved leave of any type or
 6 compensatory time off during that quarter.

7 SECTION 3. There is appropriated out of the general
 8 revenues of the State of Hawaii the sum of \$ or so
 9 much thereof as may be necessary for fiscal year 2024-2025 for
 10 the department of corrections and rehabilitation to establish a
 11 three-year leave cash-out pilot program for employees who work
 12 in any state correctional facility pursuant to section 2 of this
 13 Act.

14 The sum appropriated shall be expended by the department of
 15 corrections and rehabilitation for the purposes of this Act.

16 SECTION 4. In accordance with section 9 of article VII of
 17 the Hawaii State Constitution and sections 37-91 and 37-93,
 18 Hawaii Revised Statutes, the legislature has determined that the
 19 appropriations contained in H.B. No. , will cause the state
 20 general fund expenditure ceiling for fiscal year 2024-2025 to be
 21 exceeded by \$ or per cent. In addition, the



1 appropriations contained in this Act will cause the general fund
2 expenditure ceiling for fiscal year 2024-2025 to be further
3 exceeded by \$ or per cent. The combined total
4 amount of general fund appropriations contained in only these
5 two Acts will cause the state general fund expenditure ceiling
6 for fiscal year 2024-2025 to be exceeded by
7 \$ or per cent. The reasons for exceeding the
8 general fund expenditure ceiling are that:

- 9 (1) The appropriations made in this Act are necessary to
10 serve the public interest; and
11 (2) The appropriations made in this Act meet the needs
12 addressed by this Act.

13 SECTION 5. This Act shall take effect on July 1, 3000.



H.B. NO. 1945
H.D. 1

Report Title:

Department of Corrections and Rehabilitation; Leave Cash-out
Pilot Program; Appropriation; Expenditure Ceiling

Description:

Establishes and appropriates funds for a leave cash-out pilot
program for eligible department of corrections and
rehabilitation employees who work in any state correctional
facility. Effective 7/1/3000. (HD1)

*The summary description of legislation appearing on this page is for informational purposes only and is
not legislation or evidence of legislative intent.*

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