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# A BILL FOR AN ACT

RELATING TO THE EMPLOYMENT OF RETIRANTS.

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

1 SECTION 1. The legislature finds that the reemployment of  
2 retirees for unique and crucial positions in the State will  
3 assist in stabilizing governmental operations, preserving  
4 expertise and institutional knowledge, and supporting workforce  
5 training and succession planning.

6 The purpose of this Act is to authorize the State and  
7 counties to temporarily rehire retired public employees in  
8 positions that are identified as unique and critical to  
9 government operations.

10 SECTION 2. Section 88-9, Hawaii Revised Statutes, is  
11 amended as follows:

12 1. By amending subsection (d) to read:

13 " (d) A retirant may be employed without reenrollment in  
14 the system and suffer no loss or interruption of benefits  
15 provided by the system or under chapter 87A if the retirant is  
16 employed:



1 (1) As an elective officer pursuant to section 88-42.6(c)  
2 or as a member of the legislature pursuant to section  
3 88-73 (d);  
4 (2) As a juror or precinct official;  
5 (3) As a part-time or temporary employee excluded from  
6 membership in the system pursuant to section 88-43, as  
7 a session employee excluded from membership in the  
8 system pursuant to section 88-54.2[+], [+] or as any  
9 other employee expressly excluded by law from  
10 membership in the system; provided that:  
11 (A) The retirant was not employed by the State or a  
12 county during the six calendar months prior to  
13 the first day of reemployment; and  
14 (B) No agreement was entered into between the State  
15 or a county and the retirant, prior to the  
16 retirement of the retirant, for the return to  
17 work by the retirant after retirement;  
18 (4) In a position identified by the appropriate  
19 jurisdiction as a labor shortage or difficult-to-fill  
20 position; provided that:



1 (A) The retirant was not employed by the State or a  
2 county during the twelve calendar months prior to  
3 the first day of reemployment;

4 (B) No agreement was entered into between the State  
5 or a county and the retirant, prior to the  
6 retirement of the retirant, for the return to  
7 work by the retirant after retirement; and

8 (C) Each employer shall contribute to the pension  
9 accumulation fund the required percentage of the  
10 rehired retirant's compensation to amortize the  
11 system's unfunded actuarial accrued liability;

12 [or]

13 (5) As a teacher or an administrator in a teacher shortage  
14 area identified by the department of education or in a  
15 charter school or as a mentor for new classroom  
16 teachers; provided that:

17 (A) The retirant was not employed by the State or a  
18 county during the twelve calendar months prior to  
19 the first day of reemployment;

20 (B) No agreement was entered into between the State  
21 or a county and the retirant prior to the



retirement of the retirant, for the return to

work by the retirant after retirement; and

(C) The department of education or charter school shall contribute to the pension accumulation fund the required percentage of the rehired retirant's compensation to amortize the system's unfunded actuarial accrued liability[.]; or

(6) In a position identified by the appropriate

jurisdiction as unique and critical to operations;

provided that:

(A) The retirant was not employed by the State or a county during the twelve calendar months prior to the first day of reemployment;

(B) No agreement was entered into between the State  
or a county and the retirant prior to the

retirement of the retireant, for the return to  
work by the retireant after their retirement;

(C) The employer shall contribute to the pension accumulation fund the required percentage of the rehired retirant's compensation to amortize the

1                   system's unfunded actuarial accrued liability;

2                   and

3                   (D) The term of employment shall not exceed a period  
4                   of four years in total."

5                   2. By amending subsection (f) to read:

6                   "(f) No later than twenty days prior to the convening of  
7                   each regular legislative session, the director of human  
8                   resources of the appropriate state jurisdiction or the human  
9                   resources management chief executive of each county shall submit  
10                   an annual report to the legislature detailing the employment of  
11                   retirants under paragraphs (4), [and] (5), and (6) of subsection  
12                   (d), including the number and positions of retirants."

13                   SECTION 3. Statutory material to be repealed is bracketed  
14                   and stricken. New statutory material is underscored.

15                   SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY:

Agon Miyake

JAN 22 2026



# H.B. NO. 1809

**Report Title:**

Public Employees; Retirants

**Description:**

Authorizes the State and counties to temporarily rehire retired public employees to fill positions identified as unique and critical to government operations.

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

