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## A BILL FOR AN ACT

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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) As an elective officer pursuant to section 88-42.6(c)  
or as a member of the legislature pursuant to section  
88-73(d);

(2) As a juror or precinct official;

(3) As a part-time or temporary employee excluded from  
membership in the system pursuant to section 88-43, as  
a session employee excluded from membership in the  
system pursuant to section 88-54.2[+], [+] or as any  
other employee expressly excluded by law from  
membership in the system; provided that:

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

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

(4) In a position identified by the appropriate  
jurisdiction as a labor shortage or difficult-to-fill  
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



1 retirement of the retirant, for the return to

2 work by the retirant after retirement; and

3 (C) The department of education or charter school

4 shall contribute to the pension accumulation fund

5 the required percentage of the rehired retirant's

6 compensation to amortize the system's unfunded

7 actuarial accrued liability~~[-]~~; or

8 (6) In a position identified by the appropriate

9 jurisdiction as unique and critical to operations;

10 provided that:

11 (A) The retirant was not employed by the State or a

12 county during the twelve calendar months prior to

13 the first day of reemployment;

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 their retirement;

18 (C) The employer shall contribute to the pension

19 accumulation fund the required percentage of the

20 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.

16 INTRODUCED BY:



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.*

