

JAN 23 2026

A BILL FOR AN ACT

RELATING TO EMPLOYMENT OF RETIRANTS.

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

1 SECTION 1. The legislature finds that reemployment of
2 retirees for unique and crucial positions will help stabilize
3 county operations, provide expertise and institutional
4 knowledge, and support workforce training and succession
5 planning.

6 Accordingly, the purpose of this Act is to enable the State
7 and counties to temporarily rehire retired public employees in
8 positions identified as unique and critical to government
9 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



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 retirement;

18 (C) Each 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 retirant shall not be reemployed in a
4 position identified as unique and critical to
5 operations for a period exceeding four years in
6 total. Upon reaching the four-year limit, the
7 retirant shall separate from the state and county
8 employment."

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

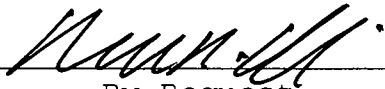
10 "(f) No later than twenty days prior to the convening of
11 each regular legislative session, the director of human
12 resources of the appropriate state jurisdiction or the human
13 resources management chief executive of each county shall submit
14 an annual report to the legislature detailing the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

17 SECTION 3. Statutory material to be repealed is bracketed
18 and stricken. New statutory material is underscored.



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

2

INTRODUCED BY: 
By Request



S.B. NO. 2526

Report Title:

Hawaii Council of Mayors Package; Retirants; Employment

Description:

Authorizes the rehiring of retirants for positions that are unique and critical to operations. Limits the duration of each retirant's reemployment to 4 years.

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

