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# HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO  
CONVENE A TASK FORCE TO EXAMINE MANAGEMENT POLICIES  
REGARDING THE USE OF OVERTIME BY STATE AND COUNTY  
EMPLOYEES.

1 WHEREAS, the Hawaii Employees' Retirement System has an  
2 unfunded liability of approximately \$8,200,000,000; and

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4 WHEREAS, the amount that employees and their employers are  
5 required to contribute to the Employees' Retirement System each  
6 year is determined in part by base salaries, while the actual  
7 pension payments are based on the three years with the highest  
8 overall compensation, which includes overtime, differentials,  
9 and other supplemental pay; and

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11 WHEREAS, a small number of excessive overtime cases can  
12 drive up the costs of the Employees' Retirement System  
13 significantly; and

14  
15 WHEREAS, overtime is authorized by supervisors, and thus  
16 management of employees' time and work attendance is a critical  
17 factor in the determination of overtime; now, therefore,

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19 BE IT RESOLVED by the House of Representatives of the  
20 Twenty-sixth Legislature of the State of Hawaii, Regular Session  
21 of 2012, the Senate concurring, that the Department of Human  
22 Resources Development is requested to convene a task force to  
23 examine management policies regarding the use of overtime by  
24 state and county employees; and

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26 BE IT FURTHER RESOLVED that the task force is requested to  
27 include the following members or their designees:

- 28  
29 (1) A member of the House of Representatives appointed by  
30 the Speaker of the House of Representatives;



- 1 (2) A member of the Senate appointed by the President of
- 2 the Senate;
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- 4 (3) The Director of Human Resources Development;
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- 6 (4) The Director of Public Safety;
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- 8 (5) A representative from each county of the State
- 9 appointed by the respective Mayor of the county;
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- 11 (6) A representative from the Hawaii Government Employees
- 12 Association;
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- 14 (7) A representative from the United Public Workers;
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- 16 (8) A representative from the State of Hawaii Organization
- 17 of Police Officers; and
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- 19 (9) A representative from the Hawaii Fire Fighters
- 20 Association; and
- 21

22 BE IT FURTHER RESOLVED that the members of the task force  
 23 serve without compensation; and  
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25 BE IT FURTHER RESOLVED that the task force is requested to  
 26 investigate, discuss, and review possible methods to reduce the  
 27 amount of overtime used by state and county employees; and  
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29 BE IT FURTHER RESOLVED that the task force is requested to  
 30 submit a report of its findings and recommendations, including  
 31 any proposed legislation, to the Legislature no later than  
 32 twenty days prior to the convening of the Regular Session of  
 33 2013; and  
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35 BE IT FURTHER RESOLVED that the task force cease to exist  
 36 on June 30, 2013; and  
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38 BE IT FURTHER RESOLVED that certified copies of this  
 39 Concurrent Resolution be transmitted to the Governor, Director  
 40 of Human Resources Development, Director of Public Safety, Mayor  
 41 of each county of the State, Executive Director of the Hawaii  
 42 Government Employees Association, State Director of the United  
 43 Public Workers, President of the State of Hawaii Organization of



- 1 Police Officers, and President of the Hawaii Fire Fighters
- 2 Association.

