

TESTIMONY

SB 1126

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TESTIMONY TO THE
SENATE COMMITTEE ON LABOR
For Hearing on February 12, 2009
2:45 p.m., Conference Room 224
BY
MARIE C. LADERTA, DIRECTOR

**Senate Bill No. 1126
Relating to Job-Sharing for Public Employees**

Written Testimony Only

TO CHAIRPERSON TAKAMINE AND MEMBERS OF THE COMMITTEE:

The bill proposes to amend the Hawaii Revised Statutes by adding a new chapter which authorizes the executive departments, the University of Hawaii, the judicial branch, the office of the legislative reference bureau, the office of the auditor, and the office of the ombudsman to establish a voluntary job-sharing program for their permanent, full-time employees; and to encourage agencies to examine appropriate use of job-sharing as a means of improving operations and retaining effective employees.

The Department of Human Resources Development acknowledges that this measure has merit; however, we are concerned that it may increase costs, such as for health and retirement benefits, at a time when the State is facing a budget shortfall. For example, paragraph (b) on page 6 provides that, "The State's contribution to a job-sharer's prepaid health, prepaid dental, and any group life insurance plans shall be the same as for full-time employees, any other provision of the law to the contrary notwithstanding." Thus, if a permanent employee were to share a job with a new hire, the State would have to pay the contributions for two, rather than one employee, for the same position.

Thank you for the opportunity to testify.

Respectfully submitted,


MARIE C. LADERTA
Director