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# SENATE 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

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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 Senate of the Twenty-sixth  
20 Legislature of the State of Hawaii, Regular Session of 2012, the  
21 House of Representatives concurring, that the Department of  
22 Human Resources Development is requested to convene a task force  
23 to 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:

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

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- 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 of the Honolulu Police Department;
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- 13          (7) A representative of the Honolulu Fire Department;
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- 15          (8) A representative from the Hawaii Government Employees  
16          Association; and
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- 18          (9) A representative from the United Public Workers; and
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20           BE IT FURTHER RESOLVED that the members of the task force  
21           serve without compensation; and

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23           BE IT FURTHER RESOLVED that the task force is requested to  
24           investigate, discuss, and review possible methods to reduce the  
25           amount of overtime used by state and county employees; and

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27           BE IT FURTHER RESOLVED that the task force is requested to  
28           submit a report of its findings and recommendations, including  
29           any proposed legislation, to the Legislature no later than  
30           twenty days prior to the convening of the Regular Session of  
31           2013; and

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33           BE IT FURTHER RESOLVED that the task force cease to exist  
34           on June 30, 2013; and

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36           BE IT FURTHER RESOLVED that certified copies of this  
37           Concurrent Resolution be transmitted to the Governor, the  
38           Director of Human Resources Development, the Director of Public  
39           Safety, the Mayor of each county of the State, the Chief of the  
40           Honolulu Police Department, the Chief of the Honolulu Fire  
41           Department, the Executive Director of the Hawaii Government  
42           Employees Association, and the State Director of the United  
43           Public Workers.