

**SB 1126**

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TESTIMONY TO THE  
SENATE COMMITTEE ON WAYS & MEANS  
For Hearing on March 2, 2009  
9:30 a.m., Conference Room 211  
BY  
MARIE C. LADERA, DIRECTOR

WRITTEN TESTIMONY

**Senate Bill No. 1126, S.D. 1  
Relating to Job-Sharing for Public Employees**

TO CHAIRPERSON KIM AND MEMBERS OF THE COMMITTEE:

This bill would authorize the agencies of the executive, judiciary, and legislative branches to establish a voluntary job-sharing program.

The Department of Human Resources Development has the following concerns regarding this bill:

1. The establishment of such a program under this bill will likely 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.
2. The bill is unnecessarily prescriptive and restrictive. For example, the definition of "Job-sharing" (see page 3) restricts an agency to splitting a position exactly in half, whereas, an agency may prefer flexibility in determining whether to split a position in other ways (e.g., 60% - 40%, 75% - 25%). Such flexibility could also avoid increasing health and retirement costs since employees working on a less than half-time basis are not eligible for health and retirement benefits.

Thank you for the opportunity to provide our comments.