

# Resolution

No. 22-195

APPROVING FOR INCLUSION IN THE 2023  
HAWAII STATE ASSOCIATION OF COUNTIES  
LEGISLATIVE PACKAGE A STATE BILL TO  
REMOVE THE MINIMUM AGE REQUIREMENT  
FOR POLICE OFFICER RETIREMENT

WHEREAS, the Maui Police Department has a vacancy rate of approximately twenty-five percent despite recruitment efforts in Hawai'i and on the mainland; and

WHEREAS, the current retirement requirements of twenty-five years of service and a minimum age of fifty-five may discourage many qualified applicants from applying or transferring to the Department; and

WHEREAS, removing the minimum age requirement would provide an incentive to recruit and retain more police officers; now, therefore,

BE IT RESOLVED by the Council of the County of Maui:

1. That the proposed State bill, attached as Exhibit "A," relating to the minimum age requirement for police officer retirement, is approved for inclusion in the 2023 Hawai'i State Association of Counties Legislative Package; and
2. That certified copies of this Resolution be transmitted to the Hawai'i State Association of Counties Executive Committee.

INTRODUCED BY:

*Tamara D. M. Paltin*

TAMARA PALTIN

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# A BILL FOR AN ACT

RELATING TO THE EMPLOYEES' RETIREMENT SYSTEM.

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

1       SECTION 1. The legislature finds existing state law  
2 requires a police officer employed after June 30, 2012, to meet  
3 both age and years of service requirements for retirement. An  
4 officer hired after this date is required to have twenty-five  
5 years of service and have attained the age of fifty-five.  
6 According to a study by the National Center for Biotechnology  
7 Information, the years of potential life lost for police  
8 officers was twenty-one times greater than that of the general  
9 population. Police officers generally have shorter life  
10 expectancy due to stress, shift work, obesity, and exposure to  
11 hazardous work environments. The study also found that a male  
12 police officer who reached age fifty between 1950 and 2005 was  
13 expected to live only 7.8 additional years, while a male in the  
14 general population of the United States that reached age fifty  
15 in the same time period was expected to live an additional  
16 thirty-five years. Further, male police officers aged fifty to  
17 fifty-four years had a nearly forty percent probability of death

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1 compared to a one percent probability for males in the general  
2 population in the same age category.

3       The legislature further finds that, upon considering the  
4 results of this study, eliminating the minimum age requirement  
5 for police officers and maintaining the twenty-five years of  
6 service requirement may help to reduce the mortality rate risk  
7 factor for police officers. For example, an officer who joins  
8 the police department at age twenty would have the option to  
9 retire at forty-five, which would significantly reduce the  
10 possibility of health risk factors associated with police work.  
11 Additionally, Honolulu and Maui police departments have  
12 developed a lateral transfer program to attract former officers  
13 from Hawaii or elsewhere to transfer to Honolulu or Maui, but  
14 the retirement requirements of twenty-five years of service and  
15 minimum age of fifty-five discourage many qualified individuals  
16 from transferring.

17       The purpose of this Act is to provide an incentive to  
18 recruit and retain more police officers.

19       SECTION 2. Section 88-73, Hawaii Revised Statutes, is  
20 amended by amending subsection (a) to read as follows:

21       “(a) Any member who:

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- 1           1. Became a member before July 1, 2012, and has at  
2           least five years of credited service and has  
3           attained age fifty-five;
- 4           2. Became a member before July 1, 2012, and has at  
5           least twenty-five years of credited service;
- 6           3. Has at least ten years of credited service, which  
7           includes service as a judge before July 1, 1999, an  
8           elective officer, or a legislative officer;
- 9           4. Becomes a member after June 30, 2012, and has at  
10          least ten years of credited service and has attained  
11          age sixty; or
- 12          5. Becomes a member after June 30, 2012, and has at  
13          least twenty-five years of credited service [~~and has~~  
14          ~~attained age fifty-five~~], shall become eligible to  
15          receive a retirement allowance after the member has  
16          terminated service,  
17 shall become eligible to receive a retirement allowance after  
18 the member has terminated service."

19          SECTION 3. Statutory material to be deleted is bracketed  
20 and in strikethrough.

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

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1 INTRODUCED BY: \_\_\_\_\_

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