

July 13, 2004

STATEMENT OF OBJECTIONS TO HOUSE BILL NO. 1919

Honorable Members
Twenty-Second Legislature
State of Hawaii

Pursuant to Section 16 of Article III of the Constitution of the State of Hawaii, I am returning herewith, without my approval, House Bill No. 1919, entitled "A Bill for an Act Relating to Public Employees."

This bill amends provisions relating to compensation and benefit adjustments for excluded managerial civil service employees. The bill provides that, in formulating recommendations to the appropriate authority, the respective director shall ensure that proposed adjustments are at least equal to the compensation and benefit packages provided under collective bargaining agreements for counterparts and subordinates within the employer's jurisdiction.

This bill is objectionable and against public policy, because it deletes the statutory reference to adjustments commensurate with performance on the job and instead links the adjustments to benefits obtained by the Unions through negotiation. The bill reverses the legislative intent of the Civil Service Reform Act (Act 253, Session Laws of Hawaii 2000), which sought to improve managerial performance by basing pay raises for excluded managerial personnel on performance on the job and not on length of service. In addition, the bill creates a conflict of interest for excluded managers who participate in pay negotiations, and it is contrary to the underlying rationale for creating excluded employees that are not subject to collective bargaining.

STATEMENT OF OBJECTIONS
HOUSE BILL NO. 1919
Page 2

For the foregoing reasons, I am returning House
Bill No. 1919 without my approval.

Respectfully,

A handwritten signature in black ink, appearing to read 'Linda Lingle', written in a cursive style.

LINDA LINGLE
Governor of Hawaii