

A Bill for an Act Relating to Increments, Service Anniversary Dates and Longevity Increases for Public Employees.

Be It Enacted by the Legislature of the State of Hawaii:

SECTION 1. Section 77-12, Hawaii Revised Statutes, is amended to read:

“Sec. 77-12 Increments, service anniversary dates, longevity increases.

Upon certification of the appointing authority any employee in the civil service may, except as otherwise provided by section 76-41, upon his rendering a year's satisfactory service, be entitled to an increase in compensation from that received during such year to that provided for by the next higher step in the salary range for the class to which his position has been assigned. For the purpose of this section, it shall not be necessary that the year's service shall have been in the same position or class. The date on which the employee would, except for the

application of section 76-41 have been entitled to such step increase shall be known as his "service anniversary date."

Any employee who is paid under the salary schedule contained in section 77-13 and who has served satisfactorily for three years at the maximum step or in steps L-1, L-2, or L-3 of the salary range for the class to which his position is assigned may receive longevity step increases.

Any employee, who has served satisfactorily for five years at a step in a salary range higher than the maximum step of the salary range to which his appropriate class has been assigned, may receive longevity increases as herein provided under the same terms and conditions as if he were receiving compensation at the maximum step for his appropriate grade; provided, that until such time as the increased compensation would exceed the compensation received by the employee without reference to the longevity increase, he shall be entitled to no increase in compensation.

For the purposes of this section, the period of a leave of absence without pay to pursue a course of instruction or engage in research, thereby improving his ability and increasing his fitness for public employment may be deemed service by the employee and credited towards his increment or longevity increase upon showing to the satisfaction of the appointing authority that he has fulfilled the purpose of his leave.

Any other law to the contrary notwithstanding, this section shall apply to all employees in positions covered in the compensation plan as set forth in this chapter.

Any employee who is paid under the compensation plan provided for under section 77-5 or 77-13 shall not be entitled to his normal annual increment or longevity increases as the case may be, for a year's satisfactory service in any fiscal year that an increase in the appropriate salary or wage board schedule is effected and when such increment or longevity increase is deferred, no part of the fiscal year shall be counted as service creditable for any future increment or longevity pay increase; provided, however, any employee who is paid under section 77-13 and who would have been assigned under section 89-6(a) had he not been excluded from collective bargaining, shall be entitled to increments or longevity increases on the same terms as employees assigned to collective bargaining units under section 89-6(a)."

SECTION 2. Statutory material to be repealed is bracketed. New material is underscored. In printing this Act, the revisor of statutes need not include the brackets, the bracketed material or the underscoring.*

SECTION 3. This Act shall take effect upon its approval.

(Approved May 10, 1976.)

*Edited accordingly.