

A Bill for an Act Relating to the Initial Appointment of Civil Service Employees.

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

SECTION 1. Section 77-9, Hawaii Revised Statutes, is amended to read as follows:

“Sec. 77-9 Initial appointments. All initial appointments shall be made at the first step of the appropriate salary range. In the event that the recruitment of an employee in classes SR 18 and above is not practicable at the first step, the director may, after appropriate notice and advertising, recruit at any step within the appropriate salary range at which an appropriate employee can be recruited. The director shall report all such recruitment in classes SR 18 and above and the justification therefor to the legislature not later than ten days prior to the opening of each regular session and, in case of the counties, similar reports shall be made to the council not later than July 15 each year.

Where deemed essential in the public interest, the director may, with the prior approval of the chief executive, declare a class or group of positions in a class in which a shortage occurs to be in a shortage category, and establish the lowest step within the salary range which is fair and reasonable and at which employees can be

recruited from the labor market as the minimum salary level for that class or group of positions in a class.

The director shall review each shortage category class or group of positions in a class at least once each year to determine whether the labor shortage exists to the same degree as previously determined and shall adjust the entry level accordingly. If the director determines that a shortage no longer exists, the director shall reestablish the first step of the appropriate salary range as the entry level for that class or group of positions in a class. The director shall report all state shortage category determinations and the justifications therefor to the legislature not later than ten days prior to the opening of each regular session and, in case of the counties, similar reports shall be made to the council not later than July 15 each year.

Incumbents in a shortage category class or group of positions in a class shall be compensated at a rate not less than the entry level shortage category rate. When these employees transfer to another class or other positions, including those in another political jurisdiction of the State, their compensation shall be adjusted without the shortage category rate received, to the pay rate in effect for the class or group of positions to which they transfer.”

SECTION 2. Statutory material to be repealed is bracketed. New material is underscored.*

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

(Approved June 7, 1980.)

*The text has been edited pursuant to HRS §23G-16.5, authorizing omission of the brackets, bracketed material, and underscoring.