

## ACT 157

S.B. NO. 2166-86

A Bill for an Act Relating to a Job Evaluation Study.

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

SECTION 1. The purpose of this Act is to establish in the State a public policy to achieve an equitable relationship between the value of work performed by state and county civil service employees and their salary or wage schedules. To carry out this purpose, this Act authorizes the hiring of a consultant to conduct a study: (1) to determine whether or not pay inequity exists among specific public employee job classes that are dominated by one sex, (2) to determine what factors or conditions contribute to such inequity if such inequity exists, and (3) to determine what changes in law or practice could optimally achieve fairness in job evaluation.

SECTION 2. Definitions. As used in this Act, unless the context clearly requires otherwise:

“Comparability of value” means the value of work as measured by the needs of the public employer and the knowledge, composite skill, effort, responsibility, and working conditions required in the performance of that work.

“Employer” means the State of Hawaii, city and county of Honolulu and the counties of Hawaii, Maui, and Kauai.

“Female-dominated class” means any occupational class in which seventy per cent or more of the incumbents are female.

“Job evaluation” means a method of determining systematically and fairly the value of a job for setting rank and hence salary.

“Male-dominated class” means any occupational class in which seventy per cent or more of the incumbents are male.

“Nonsupervisory employees in white collar positions” means all positions provided for by paragraph 89-6(a)(3).

“Professional and scientific employees other than registered professional nurses” means all positions as provided for by paragraph 89-6(a)(13).

“Registered professional nurses” means all positions as provided for by paragraph 89-6(a)(9).

“Supervisory employees in white collar positions” means all positions as provided for by paragraph 89-6(a)(4).

SECTION 3. This Act applies to all nonsupervisory and supervisory white collar and professional and scientific positions, including registered professional nurse positions, which are covered by the position classification plan as provided for by chapter 76 and the compensation plans as provided for by chapter 77.

SECTION 4. The legislative auditor, in consultation with the exclusive employee representative and the director of personnel services, shall develop a request for proposal (RFP) for the requisite study. The RFP shall be sent to nationally prominent individuals and/or companies experienced in conducting job evaluation studies. The RFP shall require that proposals submitted include, but not be limited to, a statement of the qualifications of the consultant, including experience in conducting job evaluation studies, description of the methodology the consultant proposes to use in conducting the job evaluation study in conforming with section 5 of this Act, and a commitment to complete the study and submit a final report in conformance with section 6 of this Act.

SECTION 5. The study to develop a new job evaluation system shall be undertaken only if the consultant’s reported findings are deemed by the legislature to warrant the development of such a system.

The consultant shall conduct the study under the following guidelines:

- (1) A study be made of the existing system and laws that affect all civil service employees compensation.
- (2) The employers shall provide a list of all female- and male-dominated classes within the state and county governments (70 per cent as a measure of dominance).
- (3) A study be made of female- and male-dominated classes which can be reasonably compared to determine if sex-based wage inequity exists.
- (4) If it appears that sex-based wage inequity exists, make recommendations for prospective corrective actions to the 1987 legislature, which may include changes in the area of wage negotiations and arbitration awards on wages.
- (5) After completion of the study, the consultant will submit a report to the 1987 legislature on its findings and, if it is found that sex-based wage differences exist, propose a job evaluation system that will assure the elimination of such inequity.

SECTION 6. The legislative auditor, in consultation with the exclusive employee representative and the director of personnel services, shall monitor the progress of the consultant and provide administrative support necessary to assist

the consultant in conducting the study, including the exercise of the auditor's powers under section 23-5.

**SECTION 7.** The consultant shall submit an interim report, or a final report if possible, to the legislature no later than twenty days prior to the convening of the Regular Session of 1987 and, if necessary, a final report no later than twenty days prior to the convening of the Regular Session of 1988.

**SECTION 8.** There is appropriated out of the general revenues of the State of Hawaii the sum of \$150,000, or so much thereof as may be necessary for fiscal year 1986-87, to carry out the purposes of this Act, including administrative costs incurred by the office of the legislative auditor.

**SECTION 9.** The sum appropriated shall be expended by the office of the legislative auditor for the purposes of this Act.

**SECTION 10.** This Act shall take effect upon its approval.

(Approved May 14, 1986.)