

## ACT 225

S.B. NO. 1000

A Bill for an Act Relating to Public Employment.

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

SECTION 1. The purpose of this Act is to implement the several recommendations made by the consultants in their job evaluation study of selected job classes in the State of Hawaii, Judiciary, City and County of Honolulu, and the counties of Hawaii, Maui, and Kauai, as mandated by Act 157, Session Laws of Hawaii 1986.

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

“Compensated higher or lower than expected” means the pay rates of the class as determined by the consultant’s analysis based on minimum and maximum salary data of a bargaining unit.

“Employer” means the State of Hawaii, Judiciary, City and County of Honolulu and the counties of Hawaii, Maui and Kauai.

“Valued higher or lower than expected” means the value or salary range assignment of the class as determined by the consultants’ analysis based on the job evaluation system.

SECTION 3. Classes identified as valued lower than expected: storekeeper I, account clerk III, account clerk IV, library technician VI, and agricultural research technician IV. Such classes shall be increased by one salary range effective July 1, 1987. In addition, the following classes in these series shall also be increased one salary range, in order to maintain appropriate relationships: account clerk V, storekeeper II, library technician VII, and agricultural research technician V and VI. The pay rate of existing employees in these classes shall be adjusted in accordance with rules pertinent to repricing.

Comparable classes at the same salary ranges in the counties and Judiciary as well as the class storekeeper III in the City and County of Honolulu shall also be adjusted one salary range.

SECTION 4. Classes identified as compensated lower than expected: security attendant I, social service aid III, agricultural research technician III, special education teacher III, librarian III, and environmental health specialist III. The pay of existing employees in these classes and in comparable county and Judiciary classes shall be increased by a step movement to the next higher step in their respective salary range effective July 1, 1987.

SECTION 5. Each class contained in sections 3 and 4 of this Act shall be examined by the Conference of Personnel Directors, in consultation with the appropriate exclusive representative, in accordance with the 1987 biennial review of the compensation plan mandated by section 77-4, Hawaii Revised Statutes, to identify other classes or series which are closely related for pricing purposes under section 77-4. The Conference shall identify any adjustments of such classes necessary to assure that salary range levels of such related classes are in proper relation to the classes referenced in section 3 and to those found valued and compensated appropriately in the study.

**SECTION 6.** The examination called for in section 5 shall not include adjustments to classes or series which are deemed properly valued and/or compensated by the job evaluation study directed by Act 156<sup>1</sup>, Session Laws of Hawaii 1986, nor shall it be construed to require or permit an overhaul of the compensation plan nor to mandate any changes which are not clearly required.

**SECTION 7.** Class identified as valued and compensated higher than expected: computer operator II. Classes identified as compensated higher than expected: legal stenographer I, data processing control clerk I, building construction inspector II, highway construction inspector III, elevator inspector, meat inspector IV, clinical psychologist VI, registered professional nurse III, and registered professional nurse IV. The employees in such classes shall not suffer any adverse effect on their rights, benefits, and compensation as a result of the job evaluation study directed by Act 157, Session Laws of Hawaii 1986.

**SECTION 8.** The employers shall submit a report of the examinations referenced in section 5 of this Act to the legislature no later than twenty days prior to the convening of the regular session of 1988. The report shall contain the cost and plan of any adjustments resulting from such examinations.

**SECTION 9.** There is appropriated out of the general revenues of the State of Hawaii a sum not to exceed \$850,000, or so much thereof as may be necessary for fiscal year 1987-1988 to fund the adjustments in sections 3 and 4 of this Act which shall not be a part of the wage negotiation cost package.

**SECTION 10.** The sum appropriated shall be expended by the employers for the purposes of this Act.

**SECTION 11.** This Act shall take effect upon its approval.

(Approved June 23, 1987.)

**Note**

1. Should be "157".