

ACT 229

S.B. NO. 2349

A Bill for an Act Relating to Public Employment.

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

**SECTION 1. Findings and purpose.** The legislature finds that a job evaluation study mandated by Act 157, Session Laws of Hawaii 1986, found no evidence of wage discrimination based on sex in the job evaluation practices of the State and counties. In accordance with the provisions of Act 157, no changes in the system are required.

Act 225, Session Laws of Hawaii 1987, adjusted the pay of certain job classes to improve the internal alignment of classes in accordance with the earlier study findings. The Act also mandated the conference of personnel directors to review those adjustments and to recommend to the legislature at the Regular Session of 1988 any further adjustments necessary to complete the activities generated by Act 157. The conference of personnel directors was directed to examine any potentially affected classes but not to consider an "overhaul of the compensation plan nor to mandate any changes which are not clearly required".

The conference of personnel directors, in accordance with these requirements, has conducted an exhaustive review of the potentially affected classes and submitted a report of its findings in accordance with the provisions of Act 225.

The purpose of this Act is to authorize the implementation of the recommendations of the conference of personnel directors, to finalize and complete activities pertaining to the initial pay equity concerns, and to clarify concerns arising about the status of pricing appeals filed pending the study by the conference of personnel directors.

**SECTION 2.** The following classes shall be increased by one salary range effective July 1, 1988: Control Accounts Bookkeeper I and Control Accounts Bookkeeper II. Comparable classes at the same salary ranges in the city and county of Honolulu shall also be adjusted by one salary range.

In addition, the pay rate of existing employees in these classes shall be adjusted in accordance with rules pertinent to repricing.

SECTION 3. There is hereby appropriated out of the general revenues of the State of Hawaii the sum of \$15,500, or so much thereof as may be necessary for fiscal year 1988-1989, to fund the adjustments authorized in section 2 for state executive branch employees and a sum of \$12,000, or so much thereof as may be necessary for fiscal year 1988-1989, to fund the adjustments authorized in section 2 for city and county of Honolulu employees.

The sum appropriated shall be expended by the director of finance for the purposes of this Act.

SECTION 4. Adjustments provided in section 2 of this Act shall not be considered as part of wage negotiation cost items.

SECTION 5. Act 225, Session Laws of Hawaii 1987, section 6, is amended to read as follows:

“SECTION 6. The examination called for in section 5 shall not include adjustments to classes or series which are deemed properly valued [and/or] or compensated by the job evaluation study directed by Act [156,] 157, Session Laws of Hawaii 1986, or both, 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. However, nothing in this Act shall be construed to deny or restrict a petition for appeal under section 77-4, Hawaii Revised Statutes, by any affected public officer or employee.”

SECTION 6. Statutory material to be repealed is bracketed. New statutory material is underscored.

SECTION 7. This Act shall take effect upon its approval; provided that section 5 of this Act shall apply to any pay increases or petitions for appeal filed after June 23, 1987. •

(Approved June 8, 1988.)