

JAN 16 2008

A BILL FOR AN ACT

RELATING TO SALARY PAY PERIODS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Section 78-13, Hawaii Revised Statutes, is
2 amended to read as follows:

3 "**§78-13 Salary periods.** (a) Unless otherwise provided by
4 law, all officers and employees shall be paid at least
5 semimonthly except that substitute teachers, part-time hourly
6 rated teachers of adult and evening classes, and other part-
7 time, intermittent, or casual employees may be paid once a month
8 ~~[and that the governor, upon reasonable notice and upon~~
9 ~~determination that the payroll payment basis should be converted~~
10 ~~from predicted payroll to after the fact payroll, may allow a~~
11 ~~one-time once a month payroll payment to all public officers and~~
12 ~~employees to effect a conversion to after the fact payroll as~~
13 ~~follows:~~

14 ~~(1) The implementation of the after the fact payroll will~~
15 ~~commence with the June 30, 1998, pay day, which will~~
16 ~~be delayed to July 1, 1998,~~



1 ~~(2) The July 15, 1998, pay day will be delayed to July 17,~~
2 ~~1998,~~

3 ~~(3) The July 31, 1998, pay day will be delayed to~~
4 ~~August 3, 1998,~~

5 ~~(4) The August 14, 1998, pay day will be delayed to~~
6 ~~August 19, 1998,~~

7 ~~(5) The August 31, 1998, pay day will be delayed to~~
8 ~~September 4, 1998,~~

9 ~~(6) The September 15, 1998, pay day will be delayed to~~
10 ~~September 18, 1998; and~~

11 ~~(7) Thereafter, pay days will be on the fifth and the~~
12 ~~twentieth of every month. If the fifth and the~~
13 ~~twentieth fall on a state holiday, Saturday, or~~
14 ~~Sunday, the pay day will be the immediately preceding~~
15 ~~weekday.~~

16 ~~The implementation of the after the fact payroll shall not be~~
17 ~~subject to negotiation under chapter 89.~~

18 ~~(b) If an employee has been working for the State for at~~
19 ~~least six months, has no paid leave accumulated, and has an~~
20 ~~existing salary overpayment balance.~~



S.B. NO.

1 ~~(1) The employee may be paid the employee's salary on the~~
2 ~~same pay dates and for the same pay periods as non-~~
3 ~~salari ed employees.~~

4 ~~(2) Upon accumulation of eighty hours of paid leave, the~~
5 ~~employee shall be paid the employee's salary on the~~
6 ~~same pay dates and for the same pay periods as~~
7 ~~salari ed employees.~~

8 ~~(c) If an employee has been working for the State for at~~
9 ~~least six months and has had at least two incidents of leave~~
10 ~~which results in salary overpayment within the past six months.~~

11 ~~(1) The employee may be paid the employee's salary on the~~
12 ~~same pay dates and for the same pay period as non-~~
13 ~~salari ed employees.~~

14 ~~(2) If there are no incidents of leave which result in~~
15 ~~salary overpayment for a subsequent four month period,~~
16 ~~the employee shall be paid the employee's salary on~~
17 ~~the same pay dates and for the same pay periods as~~
18 ~~salari ed employees.~~

19 ~~(d) The implementation of subsections (b) and (c) shall~~
20 ~~not be subject to negotiation under chapter 89.~~

21 ~~(e) All employees, except those belonging to bargaining~~
22 ~~units 5 and 7, hired on or after July 1, 1998, shall be paid on~~



1 ~~the same pay dates and for the same pay periods as non-salaried~~
2 employees]. The payroll payment basis shall be converted from
3 after-the-fact payroll to predicted payroll. Paydays shall be
4 on the first and fifteenth of every month; provided that if the
5 first and fifteenth fall on a state holiday, Saturday, or
6 Sunday, the pay day will be the immediately preceding weekday.
7 The implementation of the predicted payroll shall not be subject
8 to negotiation under chapter 89."

9 SECTION 2. Statutory material to be repealed is bracketed
10 and stricken. New statutory material is underscored.

11 SECTION 3. This Act shall take effect on July 1, 2008 and
12 shall apply to payrolls starting on September 1, 2008.

13

INTRODUCED BY: Clarence K. Mitchell
Gordon L. Simble



Report Title:

Public Employees; Salary Periods

Description:

Converts public employee salary periods from after-the-fact payroll to predicted payroll.

