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**A BILL FOR AN ACT**

RELATING TO THE STATE LIBRARIAN'S SALARY.

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

1           SECTION 1. The legislature finds that existing law  
2 authorizes the board of education to set the salary of the state  
3 librarian but the salary cannot exceed a specific amount, also  
4 referred to as a salary cap.

5           The legislature further finds that it is a challenge to  
6 recruit and fill this state leadership position because the  
7 statutory salary cap is not in alignment with national salary  
8 norms and therefore is not competitive with or in the range of  
9 the salaries of other similar administrative leadership  
10 positions at comparable library systems.

11           The legislature further finds that the statute governing  
12 the state librarian's salary has not been amended since 2001 and  
13 that the salary cap should be revised as a matter of equity, to  
14 account for cost of living increases.

15           Amending the current salary cap for the state librarian was  
16 based on a review of the salaries of library directors with  
17 comparable budgets, population sizes, and number of employees  
18 across the country. Salaries of similar positions in other

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1 states support the change to a higher salary cap. Hawaii's  
2 state librarian is responsible for a statewide district, whereas  
3 most librarians are responsible for only a city or county.

4 The amendment to the salary cap will also provide the board  
5 of education with more discretion in hiring, recruiting, and  
6 retaining the top librarian for Hawaii's public libraries

7 The purpose of this Act is to provide the board of  
8 education, as the appointing body of the state librarian, with  
9 more flexibility to establish the salary of the state librarian,  
10 by increasing the salary cap on the state librarian position.

11 SECTION 2. Section 312-2.1, Hawaii Revised Statutes, is  
12 amended by amending subsection (b) to read as follows:

13 "(b) The salary of the state librarian shall be set by the  
14 board of education at a rate no greater than [~~\$120,000~~] \$200,000  
15 a year."

16 SECTION 3. Statutory material to be repealed is bracketed  
17 and stricken. New statutory material is underscored.

18 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY: \_\_\_\_\_



BY REQUEST

JAN 25 2016

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**Report Title:**

Librarian Salary

**Description:**

Increases the salary cap on the State Librarian position.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

JUSTIFICATION SHEET

DEPARTMENT: Education.

TITLE: A BILL FOR AN ACT RELATING TO THE STATE LIBRARIAN'S SALARY.

PURPOSE: To increase the State Librarian's salary cap from \$120,000 per year to \$200,000 per year.

MEANS: Amend section 312-2.1(b), Hawaii Revised Statutes.

JUSTIFICATION: The current salary cap is not consistent with the duties and responsibilities of the position, and not in alignment with national salary norms. Salaries of similar positions in other states with comparable budgets, population sizes, and number of employees are significantly greater than the salary cap of Hawaii's State Librarian. The State Librarian is responsible for a statewide district, whereas most librarians are responsible for only a city or county. The statute governing the State Librarian's salary has not been amended since 2001 and the salary cap should be revised as a matter of equity, to account for cost of living increases. Amending the current salary cap for the State Librarian would provide the Board of Education with the authority and latitude to establish the salary of this leadership position commensurate with various factors, including the breadth of responsibilities and duties of the position, the experience and skills the individual brings to the position, and the job performance of the individual. Adjusting the salary cap would also provide the Board of Education with the flexibility it needs to attract and retain individuals to support a strong statewide public library system. The quality of leadership directly impacts the quality of the organization and the provision of the Hawaii State Public Library

System's most important service: to provide Hawaii's residents with access to education, information, programs, and services.

Impact on the public: None.

Impact on the department and other agencies:  
None.

GENERAL FUND: None.

OTHER FUNDS: None.

PPBS PROGRAM  
DESIGNATION:

OTHER AFFECTED  
AGENCIES: None.

EFFECTIVE DATE: Upon approval.