

JAN 19 2023

A BILL FOR AN ACT

RELATING TO PUBLIC WORKERS.

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

1 SECTION 1. The legislature finds that Hawaii's state
2 executive agencies currently have approximately two thousand
3 vacancies. This degradation of the public sector leaves
4 important government functions at risk and deeply affects the
5 efficacy of public services and public infrastructure.

6 The legislature further finds that this situation is a
7 nationwide issue, which is aggravated by growing pay disparities
8 between the public and private sectors. Many public sector jobs
9 pay significantly less than their private sector counterparts,
10 while demanding equivalent levels of education, experience, and
11 qualifications. In Hawaii, the high cost of living makes
12 surviving off public sector wages unsustainable for many
13 residents.

14 The legislature additionally finds that without addressing
15 the ongoing understaffing of the State's public sector, core
16 government functions that support the people of Hawaii will be
17 at risk.



1 Therefore, the purpose of this Act is to establish a
2 working group to:

3 (1) Examine and redescribe certain existing position
4 descriptions of state public workers in all state
5 departments and agencies;

6 (2) Examine and make recommendations regarding the impact
7 of the pay disparities between public and private
8 sector workers; and

9 (3) Examine and make recommendations regarding the impact
10 of the disparities between the health insurance
11 premiums paid by public and private sector workers.

12 SECTION 2. (a) There is established within the department
13 of human resources development a working group to:

14 (1) Examine and redescribe existing position descriptions
15 of state public workers in all state departments and
16 agencies, where such redescription is necessary
17 because the educational or training qualifications are
18 obsolete, or the work descriptions are outdated or
19 inaccurate;



1 (2) Examine the impact of the pay disparities between
2 public and private sector workers and make
3 recommendations to address such disparities; and

4 (3) Examine the impact of the disparities between the
5 health insurance premiums paid by public and private
6 sector workers and make recommendations to address
7 such disparities.

8 (b) The working group shall consist of the following
9 members:

10 (1) The director of human resources development, or the
11 director's designee, who shall serve as chairperson of
12 the task force;

13 (2) One member of the public with extensive professional
14 experience in human resources in the public sector, to
15 be selected by the speaker of the house of
16 representatives;

17 (3) One member of the public with extensive professional
18 experience in human resources in the private sector,
19 to be selected by the president of the senate; and

20 (4) Any other agency or designee deemed appropriate by the
21 chairperson of the task force.



1 (c) The task force shall meet during the 2023 legislative
2 interim, with the initial meeting of the task force to be held
3 no later than July 1, 2023.

4 (d) Members of the working group shall serve without
5 compensation but shall be reimbursed for reasonable expenses
6 necessary for the performance of their duties, including travel
7 expenses.

8 (e) The working group shall submit a report of its
9 findings and recommendations, including any proposed
10 legislation, to the legislature no later than twenty days prior
11 to the convening of the regular session of 2024.

12 (f) The department of human resources development shall
13 provide any necessary administrative and clerical support to the
14 working group, including preparation and drafting of the report
15 identified in subsection (e).

16 (g) The working group shall cease to exist on June 30,
17 2024.

18 SECTION 3. This Act shall take effect upon its approval.

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S.B. NO. 344

INTRODUCED BY: *Karl Mank*



S.B. NO. 344

Report Title:

Public Workers; Department of Human Resources Development;
Working Group; Pay Disparities

Description:

Establishes a working group within DHRD to: examine and
redescribe certain existing position descriptions of state
public workers in all state departments and agencies; examine
and make recommendations regarding the impact of the pay
disparities between public and private sector workers; and
examine and make recommendations regarding the impact of the
disparities between the health insurance premiums paid by public
and private sector workers.

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