

ACT 216

H. B. 509.

A Bill for an Act Amending Section 4-6, Revised Laws of Hawaii 1955,
Relating to Initial Appointments.

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

SECTION 1. Section 4-6, Revised Laws of Hawaii 1955, as amended,
is hereby amended to read as follows:

“Section 4-6. Initial appointments. All initial appointments shall
be made at the first step of the appropriate salary range. In the event that

the recruitment of an employee is not possible at the first step, the director may, after appropriate notice and advertising, and after a determination and certification that the work required is of an essential public nature, (1) declare the class to be in a shortage category, (2) determine the lowest step within the salary range which is fair and reasonable and at which employees can be recruited from the labor market, and (3) establish that step as the minimum salary level for the class. Any employee occupying a position in a shortage category class shall be eligible for salary increments from the step at which he was recruited in the manner provided by law.

The director shall review each shortage category class at least once each year to determine whether the manpower shortage exists to the same degree as previously determined and shall adjust the entry level accordingly. If he determines that a shortage no longer exists, the director shall reestablish the first step of the appropriate salary range as the entry level for the class. The director shall report all shortage category determinations and the justifications therefor to the legislature not later than ten days prior to the opening of each regular session.

No incumbent in a shortage category class shall be compensated at a rate less than his entry level; provided, that an employee who moves from one political jurisdiction to another within the State shall have his pay rate adjusted to the pay rate in effect in the political jurisdiction to which he moves.

SECTION 2. This Act shall take effect upon its approval.

(Approved June 4, 1967.)