

ACT 98

S. B. NO. 192

A Bill for an Act Relating to Blue Collar Compensation.

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

SECTION 1. Section 77-5, Hawaii Revised Statutes, is amended to read:

“Sec. 77-5 Compensation plan for blue-collar positions. The salary schedule prescribed in section 77-13 shall not apply to positions in recognized trades or crafts or other skilled mechanical crafts, or unskilled, semiskilled, or skilled manual labor occupations, including positions of foremen, inspectors and supervisors in positions having trades, crafts, or laboring experience and knowledge as the paramount requirement, commonly known as blue-collar positions.

(1) The provision of section 77-4 where it is not inconsistent with the provisions of this section shall be applicable.

(2) Salary structure

- (A) The salary schedules applicable to blue-collar positions shall be comprised of fifteen salary grades with each grade consisting of five increment steps.
- (B) A salary schedule for nonsupervisory blue-collar positions, hereafter to be referred to as the wage board schedule, shall be established.
- (C) A salary schedule for supervisory blue-collar positions, hereafter to be referred to as wage board supervisory schedule, shall be established for each of the following levels:
 - (i) Working foreman;
 - (ii) Foreman I;
 - (iii) Foreman II;
 - (iv) Foreman III; and,
 - (v) General foreman.

(3) Wherever payment is made on the basis of an annual, weekly, hourly, or daily rate, the rate shall be computed as provided for under section 77-13(e).

(4) Implementation of compensation plan.

- (A) The conference of personnel directors shall compile and recommend to the public employees compensation appeals board a tentative compensation plan based upon such factors as the kind and subject matter of work, level of difficulty and responsibility, and qualification requirements for classes deemed covered by this section by October 15 of every odd-numbered year.

Full opportunity for consultation with the persons and organizations including employee organizations shall be afforded.

- (B) The appeals board referred to in section 77-4 shall provide for the publication of the tentative compensation plan. All petitions for appeal against the compensation plan, including the pricing of classes or whether the class should be included or excluded from the blue-collar plan, shall be filed with the appeals board within twenty days from the date of publication of the tentative plan.

The board shall meet biennially to hear appeals from affected persons and parties concerning the tentative compensation plan and may hold public hearings as well. At least one appeal hearing shall be held in each jurisdiction.

Final adjustments by the board to the compensation plan shall be in accordance with its established policies and standards relative to compensation. The board shall complete its final adjustments by the third Wednesday in January of every even-numbered year.

Following the final adjustment, the conference of directors shall submit to the state legislature, through the office of the governor, a report setting forth the final compensation plan and the cost thereof for its information and approval. The effective

date of the approved plans shall be July 1 of every even-numbered year.

- (5) The nonsupervisory and supervisory wage board schedules approved by the legislature in the regular session of 1970 are hereby continued as follows:

**WAGE BOARD SCHEDULE
NONSUPERVISORY**

WB	1	2	3	4	5
1	373	390	411	432	454
	2.15	2.25	2.37	2.49	2.62
2	400	419	440	462	485
	2.31	2.42	2.54	2.67	2.80
3	407	428	449	471	495
	2.35	2.47	2.59	2.72	2.86
4	436	458	481	505	530
	2.52	2.64	2.78	2.91	3.06
5	468	491	516	542	569
	2.70	2.83	2.98	3.13	3.28
6	498	523	549	576	605
	2.87	3.02	3.17	3.32	3.49
7	530	556	584	613	644
	3.06	3.21	3.37	3.54	3.72
8	560	588	617	648	680
	3.23	3.39	3.56	3.74	3.92
9	595	626	657	690	725
	3.43	3.61	3.79	3.98	4.18
10	623	654	687	721	757
	3.59	3.77	3.96	4.16	4.37
11	653	686	720	756	794
	3.77	3.96	4.15	4.36	4.58
12	685	719	755	793	833
	3.95	4.15	4.36	4.58	4.81
13	715	751	789	828	869
	4.13	4.33	4.55	4.78	5.01
14	747	784	823	864	907
	4.31	4.52	4.75	4.99	5.23
15	778	817	858	901	946
	4.49	4.71	4.95	5.20	5.46

**WAGE BOARD SCHEDULE
SUPERVISORY**

Effective		1	2	3	4	5
Grade Foreman						
Supervised Level						
I	WF	409	430	451	474	498
		2.36	2.48	2.60	2.74	2.87
F I		447	468	492	517	543
		2.58	2.70	2.84	2.98	3.13
F II		484	508	534	561	589
		2.79	2.93	3.08	3.23	3.40
F III		520	546	574	603	633
		3.00	3.15	3.31	3.48	3.65

ACT 98

Effective Grade Supervised	Foreman Level	1	2	3	4	5
2	GF	558	586	615	646	678
		3.22	3.38	3.55	3.73	3.91
	WF	440	463	485	509	534
		2.54	2.67	2.80	2.94	3.08
	F I	480	504	529	555	583
		2.77	2.91	3.05	3.20	3.36
	F II	520	546	574	603	633
		3.00	3.15	3.31	3.48	3.65
	F III	560	588	617	648	680
		3.23	3.39	3.56	3.74	3.92
GF	600	629	662	695	730	
	3.46	3.63	3.82	4.01	4.21	
3	WF	449	471	494	519	545
		2.59	2.72	2.85	2.99	3.14
	F I	489	513	539	566	594
		2.82	2.96	3.11	3.27	3.43
	F II	530	556	584	613	644
		3.06	3.21	3.37	3.54	3.72
	F III	570	600	629	660	693
		3.29	3.46	3.63	3.81	4.00
	GF	612	641	674	708	743
		3.53	3.70	3.89	4.08	4.29
4	WF	480	504	529	556	584
		2.77	2.91	3.05	3.21	3.37
	F I	523	550	577	606	636
		3.02	3.17	3.33	3.50	3.67
	F II	567	595	625	657	690
		3.27	3.43	3.61	3.79	3.98
	F III	610	641	673	707	742
		3.52	3.70	3.88	4.08	4.28
	GF	654	687	722	758	796
		3.77	3.96	4.17	4.37	4.59
5	WF	515	540	568	596	626
		2.97	3.12	3.28	3.44	3.61
	F I	562	589	619	650	683
		3.24	3.40	3.57	3.75	3.94
	F II	608	638	671	705	740
		3.51	3.68	3.87	4.07	4.27
	F III	655	687	722	759	797
		3.78	3.96	4.17	4.38	4.60
	GF	702	737	774	813	854
		4.05	4.25	4.47	4.69	4.93
6	WF	548	575	604	634	666
		3.16	3.32	3.49	3.66	3.84
	F I	598	628	659	691	726
		3.45	3.62	3.80	3.99	4.19
	F II	647	680	714	749	786
		3.73	3.92	4.12	4.32	4.53
	F III	697	732	769	806	846
		4.02	4.22	4.44	4.65	4.88
	GF	747	785	824	864	907
		4.31	4.53	4.75	4.99	5.23

Effective Grade Supervised	Foreman Level	1	2	3	4	5
7	WF	583	612	642	674	708
		3.36	3.53	3.70	3.89	4.08
	F I	636	667	701	736	773
		3.67	3.85	4.04	4.25	4.46
	F II	689	723	759	797	837
		3.98	4.17	4.38	4.60	4.83
	F III	742	778	818	858	901
		4.28	4.49	4.72	4.95	5.20
	GF	795	834	876	920	966
		4.59	4.81	5.05	5.31	5.57
8	WF	616	647	679	713	749
		3.55	3.73	3.92	4.11	4.32
	F I	672	706	740	778	817
		3.88	4.07	4.27	4.49	4.71
	F II	728	764	802	842	884
		4.20	4.41	4.63	4.86	5.10
	F III	784	823	864	907	952
		4.52	4.75	4.99	5.23	5.49
	GF	840	882	926	972	1,021
		4.85	5.09	5.34	5.61	5.89
9	WF	655	688	723	759	797
		3.78	3.97	4.17	4.38	4.60
	F I	714	751	787	826	867
		4.12	4.33	4.54	4.77	5.00
	F II	773	813	853	896	941
		4.46	4.69	4.92	5.17	5.43
	F III	834	875	919	965	1,013
		4.81	5.05	5.30	5.57	5.84
	GF	893	938	985	1,034	1,086
		5.15	5.41	5.68	5.96	6.27
10	WF	685	719	756	794	831
		3.95	4.15	4.36	4.58	4.81
	F I	748	785	825	866	909
		4.32	4.53	4.76	5.00	5.24
	F II	810	851	893	938	985
		4.67	4.91	5.15	5.41	5.68
	F III	872	916	962	1,010	1,061
		5.03	5.29	5.55	5.83	6.12
	GF	935	981	1,031	1,083	1,137
		5.39	5.66	5.95	6.24	6.56
11	WF	718	755	792	832	874
		4.14	4.36	4.57	4.80	5.04
	F I	784	823	864	907	952
		4.52	4.75	4.99	5.23	5.49
	F II	849	892	936	983	1,032
		4.90	5.15	5.40	5.67	5.95
	F III	914	960	1,008	1,058	1,111
		5.27	5.54	5.82	6.10	6.41
	GF	980	1,029	1,080	1,134	1,191
		5.65	5.94	6.23	6.54	6.87
12	WF	754	791	831	872	916
		4.35	4.56	4.79	5.03	5.28
	F I	822	863	906	952	1,000

ACT 98

Effective Grade Supervised	Foreman Level	1	2	3	4	5
		4.74	4.98	5.23	5.49	5.77
	F II	891	935	982	1,031	1,083
		5.14	5.39	5.67	5.95	6.25
	F III	959	1,007	1,057	1,110	1,166
		5.53	5.81	6.10	6.40	6.73
	GF	1,028	1,079	1,133	1,190	1,250
		5.93	6.23	6.54	6.87	7.21
13	WF	787	826	868	911	957
		4.54	4.77	5.01	5.26	5.52
	F I	858	901	947	994	1,044
		4.95	5.20	5.46	5.74	6.02
	F II	930	976	1,026	1,076	1,130
		5.37	5.63	5.92	6.21	6.52
	F III	1,001	1,051	1,105	1,159	1,217
		5.78	6.06	6.38	6.69	7.02
	GF	1,073	1,127	1,184	1,242	1,304
		6.19	6.50	6.83	7.17	7.52
14	WF	822	862	905	950	998
		4.74	4.97	5.22	5.48	5.76
	F I	896	941	988	1,037	1,089
		5.17	5.43	5.70	5.98	6.28
	F II	971	1,019	1,070	1,123	1,179
		5.60	5.88	6.17	6.48	6.80
	F III	1,046	1,098	1,152	1,210	1,271
		6.04	6.34	6.65	6.98	7.33
	GF	1,121	1,176	1,235	1,296	1,361
		6.47	6.79	7.13	7.48	7.85
15	WF	856	899	944	991	1,041
		4.94	5.19	5.45	5.72	6.01
	F I	934	980	1,030	1,081	1,135
		5.39	5.65	5.94	6.24	6.55
	F II	1,011	1,062	1,115	1,171	1,230
		5.83	6.13	6.43	6.76	7.10
	F III	1,089	1,144	1,201	1,261	1,324
		6.28	6.60	6.93	7.28	7.64
	GF	1,167	1,226	1,287	1,352	1,420
		6.73	7.07	7.43	7.80	8.19

(6) Subsequent implementation of the compensation plan. The compensation plan for positions covered under this section shall be reviewed and adjusted biennially in accordance with subsection (4) of this section."

SECTION 2. Statutory material to be repealed is bracketed. New material is underscored. In printing this Act, the revisor of statutes need not include the brackets, the bracketed material or the underscoring.*

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

(Approved May 15, 1973.)

*Edited accordingly.