

ACT 185

S.B. NO. 2119-84

A Bill for an Act Relating to Comparable Worth.

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

SECTION 1. The purpose of this Act is to provide for a study commission to review the concept of comparable worth in Hawaii.

SECTION 2. There is created a temporary commission on comparable worth to be composed of the following: the director of personnel services; the director of civil service of each county; personnel representatives of the department of education and the University of Hawaii; the chairperson of the public employees compensation appeals board; one representative from each of the exclusive representatives representing the public employee bargaining units

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and the Public Employees Management Association of Hawaii; the administrative director of courts; the state affirmative action director; and the director of the industrial relations center, University of Hawaii. The legislative auditor shall serve as chairperson of the commission and provide the necessary administrative staff. Members shall serve without compensation but shall be reimbursed for reasonable expenses incurred in the performance of their duties.

In performance of its duties, the commission may request the assistance of any state or county agency or commission, as it deems necessary to conduct the review required by this Act.

The commission shall conduct a review which shall include but not be limited to: (1) an evaluation of the classification and compensation systems and other laws and practices that determine wages of state and county government including the University of Hawaii, the department of education and the judiciary currently in force and operation; (2) an examination as to job segregation and wage differentials which may exist in state and local government employment; (3) a recommendation, if found necessary, for a job evaluation system that would be appropriate to implement comparable worth for all public employees in Hawaii, or other alternative means of achieving comparable worth if it is found that a single job evaluation system may not be appropriate; and (4) an examination as to the compatibility of the recommended job evaluation system with the existing laws on civil service, compensation, and collective bargaining. In the conduct of the review, the commission may hold public hearings on any matter related to the state and local government job evaluation and wage setting process.

The commission shall prepare and submit an interim report of its preliminary findings to the legislature prior to the convening of the regular session of 1985.

Thereafter the commission shall prepare and submit a final report of its findings to the legislature twenty days prior to the convening of the regular session of 1986. The final report shall include recommendations, if found necessary, for the establishment of equitable standards for compensable factors and changes required to the existing statutes, pay structures, and the job evaluation and wage setting process in order to achieve equity.

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

(Approved May 29, 1984.)