

## ACT 401

H.B. NO. 3414

A Bill for an Act Relating to the Civil Service Secretarial Compensation Plans.

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

SECTION 1. The legislature believes that in order to attract and retain competent persons for government service, it is essential to adequately and to equally compensate them for their work. With this belief, the legislature during the past legislative session addressed a concern regarding pay inequities within the secretarial classes.

In a review comparing the approved compensation plans covering the secretarial classes within the civil service of the State of Hawaii with the approved compensation plans covering the secretarial classes of the department of education, there was an indication of pay inequities within the secretarial classes.

Pursuant to chapter 77, Hawaii Revised Statutes, it is the responsibility of the conference of personnel directors to compile and to recommend to the public employees compensation appeals board a tentative compensation plan for all classes in the civil service system. The public employees compensation appeals board would then make the necessary adjustments to the compensation plan, which is binding on all jurisdictions.

During the regular session of 1987, the legislature adopted H.R. No. 358, requesting the conference of personnel directors to conduct a review of the secretarial classes to focus on these inequities. Despite concerns expressed by the legislature and the affected members of the secretarial classes, the conference of personnel directors and the public employees compensation appeals board have not corrected these inequities. The legislature understands that such alleged inequities may adversely affect the morale and efficiency of individuals within these secretarial classes and believes that this matter again should be looked into to remedy this situation.

The purpose of this Act is to have the legislative reference bureau conduct a study of the compensation plans of the secretarial classes within the civil service of the State of Hawaii for the purpose of correcting any pay inequities.

SECTION 2. The legislative reference bureau shall conduct a study to compare and review the compensation plans for the secretarial classes within the civil service of the State of Hawaii. The legislative reference bureau shall consult with a representative of the public employees management association of Hawaii, a representative of the Hawaii government employees association, and a representative of the secretarial association when conducting this study.

SECTION 3. The legislative reference bureau shall submit a report of its findings and recommendations to the legislature twenty days prior to the convening of the regular session of 1989. After a review of the findings and recommendations of the legislative reference bureau, the legislature may submit the report to the public employees compensation appeals board whereupon the necessary adjustments, if any, to the compensation plan shall be made.

**ACT 401**

SECTION 4. There is appropriated out of the general revenues of the State of Hawaii the sum of \$75,000, or so much thereof as may be necessary for fiscal year 1988-1989, for the purposes of this Act.

SECTION 5. The sum appropriated shall be expended by the legislative reference bureau for the purposes of this Act.

SECTION 6. This Act shall take effect on July 1, 1988.

(Approved June 17, 1988.)