

ACT 188

S.B. NO. 1385

A Bill for an Act Relating to the Salary Structure of Educational Officers in the Department of Education.

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

SECTION 1. The legislature has recently raised concerns about whether various state personnel systems are properly aligned and equitable. In response, the auditor looked at the classification and compensation system for educational officers at the department of education and whether its educational officer jobs are paid comparably to jobs in other state agencies and the private sector.

The auditor found inequities in the department of education's classification and compensation system for educational officers. In addition, the auditor found that the department pays more than other agencies for comparable jobs. The auditor is of the opinion that the department needs to adopt a more appropriate classification and compensation system to alleviate the inequities.

The auditor recommends that the legislature consider:

- (1) Requiring the board of education to take the steps necessary to correct the inequities that were identified;
- (2) Requiring the department of education to obtain the assistance of the department of human resources development in making the necessary changes; and
- (3) Establishing a process of future independent audits of the classification and compensation system for educational officers.

Consequently, the purpose of this Act is to implement certain recommendations of the auditor with respect to the salary structure of educational officers in the department of education, as discussed in Auditor's Report No. 00-13 (April 2000).

SECTION 2. (a) The department of education shall:

- (1) Conduct a classification study in order to better assess positions, allocations, and classifications. This shall include ensuring that minimum requirements and equivalencies are more in line with the type of work required upon entry into the classification. The department shall consult with the University of Hawaii, office of human resources, in exploring alternatives to the current salary schedule, minimum qualification requirements, and position descriptions;
- (2) Conduct a formal, comprehensive salary survey;
- (3) Implement a formal job evaluation methodology that is consistent with the class structure adopted; and
- (4) Report its findings to the legislature no later than twenty days before the 2002 regular session.

(b) The department of education shall obtain the assistance of the University of Hawaii, office of human resources, in evaluating the department's salary schedule, classification system, and qualification for employment.

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

(Approved May 29, 2001.)