



STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES
DEVELOPMENT
POLICIES AND PROCEDURES

POLICY NO. 201.007 ECCD/Class	NO. of PAGES 2
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APPROVED
[Signature]
Marie C. Laderta, Director

TITLE:
PERIODIC REPRICING REVIEW

I. POLICY

The pricing of classes (whose pricing has not been negotiated) shall be reviewed at least once in every five years. The repricing of classes based on the results of the periodic repricing review shall be at the discretion of the employer.

II. RATIONALE

Section 89-9(f)(2) Hawaii Revised Statutes states: "If repricing has not been negotiated ..., the employer of each jurisdiction shall ensure establishment of procedures to periodically review, at least once in five years, ...the repricing of classes within the bargaining unit. The repricing of classes based on the results of the periodic review shall be at the discretion of the employer...." This provision took effect on July 1, 2002.

III. SCOPE

All classes in the State of Hawaii's compensation plan are subject to periodic repricing review, except for those classes whose pricing have been negotiated.

IV. PROCEDURE

- A. Classes will be reviewed and repriced as deemed necessary by the Department of Human Resources Development (DHRD) in order to accomplish fair and equitable compensation.
- B. The effective date of a repricing action shall be a prospective date determined by DHRD. All repricing actions are subject to availability of funds. Where proposed repricing actions affect multiple positions, sufficient notice shall be provided to operating departments so that they may secure necessary funding to cover the cost of the repricing action(s).
- C. DHRD will submit a memorandum to notify the Governor of the completion and results of the five year periodic repricing review. A

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copy of the memorandum will be sent to department heads and their personnel officers, and the personnel directors of each jurisdiction.

- D. Actions taken to reprice an existing class through the periodic repricing review process are not subject to administrative review or appeal.

V. AUTHORITIES AND REFERENCES

§ 89-9(f)(2), Hawai`i Revised Statutes, *Scope of negotiations, consultation*