
 HAWAII HEALTH SYSTEMS CORPORATION <i>Quality Healthcare for All</i> POLICY	Department: Human Resources	Policy No. HR 0007A
		Supersedes Policy No.
Subject: Exempt, Excluded Compensation	Approved By:  HHSC Board of Directors By: Donna McCleary, M.D. Its: Secretary/Treasurer	Approved Date: September 23, 2021 Last Reviewed: April 27, 2021

I. PURPOSE:

To define the Hawaii Health Systems Corporation (HHSC) policy on compensation of Exempt, Excluded Employees to facilitate HHSC's ability to recruit and retain qualified employees. This policy applies to all HHSC Exempt, Excluded Employees.

II. DEFINITIONS:

"Exempt Excluded Employee" means an employee who is appointed to and occupies a position exempt from civil service pursuant to Sections 76-16 and 323F-8, Hawaii Revised Statutes ("HRS") and is not represented by a collective bargaining agent pursuant to Section 89-6, HRS.

"HHSC Compensation Guidance for Exempt, Excluded Employees" means the document approved by the HHSC Corporate board of directors that sets forth procedures relating to recruitment and retention employees, merit increases, equity increases, promotions, performance evaluations, and other compensation for Exempt, Excluded Employees by HHSC.

"Jurisdiction" means the State, the city and county of Honolulu, the county of Hawaii, the county of Maui, the county of Kauai, the judiciary, and the Hawaii Health Systems Corporation, each of which is a public employer.

"Public Employer" means, solely for the purpose of this policy, the Hawaii Health Systems Corporation board of directors and any individual who represents HHSC or acts in its interest with respect to public employees.

III. POLICY:

As a Public Employer under one human resources system, HHSC and each of its Regions and facilities, shall comply with all HHSC human resources rules that may be issued or amended from time to time, personnel policies, Executive Orders, and applicable State laws and regulations as they relate to the compensation of Exempt, Excluded Employees. The President and Chief Executive Officer ("PCEO") or Regional Chief Executive Officers ("RCEO") may each exercise discretion in setting compensation in accordance with the HHSC Compensation Guidance for Exempt, Excluded Employees.

HHSC shall periodically procure the services of an independent compensation consultant to update the HHSC Compensation Guidance for Exempt, Excluded Employees. The update may include, and is not limited to reviewing job descriptions, evaluating internal alignment issues, obtaining relative market data, and proposing new or revised benefits and/or compensation.

IV. AUTHORITY:

- Chapter 76, Hawaii Revised Statutes ("HRS"), Civil Service Law;
- Chapter 89, HRS, Collective Bargaining;
- Chapter 323F, HRS, Hawaii Health Systems Corporation

V. RELATED PROCEDURE(S):

- HR 0007B

VI. REFERENCE(S):

- HHSC Compensation Guidance for Exempt, Excluded Employees, as may be amended.