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**NOTICE TO BIDDERS  
INVITATION FOR BID  
Department of Hawaiian Home Lands  
Land Development Division  
IFB NO.: IFB-22-HHL-006**

SEALED BIDS for this Invitation For Bid (IFB) No.: IFB-22-HHL-006, OAHU ISLAND SEWER INSPECTION AND CLEANING, City and County of Honolulu, State of Hawaii, will be received by the Department of Hawaiian Home Lands (DHHL), by **2:00 p.m., Hawaii Standard Time (H.S.T) September 2, 2021**, through the State of Hawaii e-Procurement System (HIePRO). HIePRO is accessible through the State Procurement Office website at [www.spo.hawaii.gov](http://www.spo.hawaii.gov). Bidders shall fill out and upload an electronic copy of the Bid Offer Form and the Bid Bond to the HIePRO website when submitting a bid. Bid Proposals shall not be mailed, faxed or delivered to the DHHL. The successful bidder shall submit the original proposal form and bid bond upon request by the DHHL. See the Instructions for Bid Submittal for a schedule of required documents and deadlines.

This project generally includes the furnishing of all supervision, labor, materials, equipment and all other items related to and necessary to perform sewer line/manhole field inspections and services including cleaning and CCTV inspections in the homestead areas on the Island of Oahu directed by the Department of Hawaiian Home Lands (DHHL) (collectively, the "Project").

Bidders are required to produce a surety bid bond, the bid bond must be scanned and uploaded to HIePRO with the submission of the bid.

This Project is subject to Section 103D, Hawaii Revised Statutes, and to the payment of not less than the prevailing salaries for services to be performed pursuant to Section 103.55, HRS.

Bid documents may be examined at or obtained from Hawaii eProcurement System (HIePRO), at the following address:

<https://hiepro.ehawaii.gov>

There is no fee assessed to download the IFB documents from the HIePRO website.

**Bidders must be registered on HIePRO to submit a bid for this project.**

There will be no pre-bid conference for this IFB.

A written NOTICE OF INTENTION TO BID is required and shall be received by the DHHL no later than 2:00 P.M., August 23, 2021. Submittal of a NOTICE OF INTENTION TO BID shall be via email to [solana.s.rosa-tutop@hawaii.gov](mailto:solana.s.rosa-tutop@hawaii.gov).

A properly executed and notarized STANDARD QUALIFICATION QUESTIONNAIRE FOR OFFERORS, SPO Form-21 ("Questionnaire") is required and shall be submitted to the DHHL Land Development Division, at 91-5420 Kapolei Parkway, Kapolei, Hawaii 96707 no later than

Land Development Division, at 91-5420 Kapolei Parkway, Kapolei, Hawaii 96707 no later than 4:30 P.M., August 23, 2021. Completed Questionnaires must be submitted as an original hard copy with wet signatures. Questionnaires that are submitted via facsimile or E-mail will not be accepted. The Questionnaire can be downloaded at the State Forms Central website:

<http://spo.hawaii.gov/wp-content/uploads/2013/12/spo-021.pdf>

Bids shall comply with the requirements of the IFB. Bids that do not comply with the IFB may be subject to disqualification. DHHL reserves the right to amend the IFB by written addenda, to reject any and all bids, or to waive any defects in said bids where DHHL deems it is in the best interest of the State.

CAMPAIGN CONTRIBUTIONS BY STATE AND COUNTY CONTRACTORS PROHIBITED. If awarded a contract in response to this solicitation, offeror agrees to comply with HRS §11-355, which states that campaign contributions are prohibited from a State and county government contractor during the term of the contract if the contractor is paid with funds appropriated by the legislative body between the execution of the contract through the completion of the contract.

Questions regarding this project must be entered on the questions tab on HiePRO. Questions are due on HiePRO by 2:00 p.m., H.S.T., on August 25, 2021. Responses to questions will be published on HiePRO by 4:00 p.m. H.S.T., on August 27, 2021.

Dated at Kapolei, Hawaii, this 16th day of August, 2021.

DEPARTMENT OF HAWAIIAN HOME LANDS



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William J. Aia, Jr., Chairman  
Hawaiian Homes Commission

Posted on the internet at: <https://spo3.hawaii.gov/notices/notices>

.....  
Specifications for the Class:

GENERAL LABORER I

**Distinguishing Characteristics**

Positions in this class perform a variety of routine, repetitive manual tasks not requiring the continuous performance of a mechanical or trade skill.

This class differs from General Laborer II in that the General Laborer I performs unskilled manual labor work which does not require a high degree of manipulative skill nor continuous arduous physical effort; whereas the General Laborer II performs a variety of semi-skilled manual work tasks involved in road, building, or other maintenance projects, or performs refuse collection work involving continuous heavy physical labor as a major work assignment.

**Examples of Duties** *(Positions may not be assigned all of the duties listed, nor do the examples necessarily include all of the duties that may be assigned. The omission of specific statements does not preclude the assignment of such duties if they are a logical assignment for the position. The classification of a position should not be based solely on the examples of duties performed.)*

Cleans culverts, cuts trees, digs and widens ditches, performs pick and shovel tasks in road patching, cuts grass, and repairs roads as a member of a maintenance or construction crew; loads and unloads supplies and equipment; helps to lay pipes and back fills holes and ditches; sets out flags and lanterns to warn traffic; maintains a park or recreation area independently, mowing lawns with hand or power mower, trimming hedges, transplanting shrubs, killing weeds, planting and caring for flowers, and cleaning restrooms; transplants seedlings and clears trails in forests; sweeps streets; prepares poisons for use in eradicating pests; baits and sets rat traps; moves heavy materials using hand truck and dollies; mixes cement and mortar; may occasionally operate a pickup truck to transport a work crew, materials, supplies and/or equipment to and from job sites.

**Minimum Qualification Requirements**

Experience and Training: None required.

Ability to: Understand and follow oral instructions; perform heavy lifting, moving, digging or other manual work typical of the class.

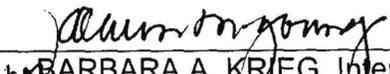
**Physical and Medical Requirements**

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

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This is an amendment to the specifications for the class GENERAL LABORER I, which were approved on December 13, 1984.

DATE APPROVED: 3/27/2012

  
\_\_\_\_\_  
for BARBARA A. KRIEG, Interim Director  
Department of Human Resources Development

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Specifications for the Class:

GENERAL LABORER II

**Distinguishing Characteristics**

Positions in this class perform a variety of semi-skilled manual work tasks involved in the maintenance of roads, buildings, structures and equipment, or refuse collection work involving continuous heavy physical labor as a major work assignment.

This class differs General Laborer I in that the General Laborer II performs a variety of semiskilled manual work tasks involved in road, building and other maintenance projects, or performs refuse collection work involving continuous heavy physical labor as a major work assignment; whereas the General Laborer I performs unskilled manual labor work which does not require a high degree of manipulative skill nor continuous, arduous physical effort.

This class differs from General Laborer III which, in addition to performing a variety of semi-skilled manual work tasks as the major work assignment, supervises the work of a crew in performing a variety of unskilled and semi-skilled manual labor work tasks.

**Examples of Duties** *(Positions may not be assigned all of the duties listed, nor do the examples necessarily include all of the duties that may be assigned. The omission of specific statements does not preclude the assignment of such duties if they are a logical assignment for the position. The classification of a position should not be based solely on the examples of duties performed.)*

Helps erect wooden and steel scaffolding in and around buildings, scrapes and wire brushes structural steel, wire fences and other metal objects; applies metal primer and paint, using a brush or spray gun; clears roads of dirt, branches, rocks, mud and other obstructions after heavy rains; fills chuck holes with rock; repairs and patches road surfaces with oil, bitumuls or concrete; clears gutters, drains and outlets of obstructions such as rubbish, branches and rocks; lifts containers onto truck, empties contents in truck and returns containers to proper places; assists in erecting concrete forms and mixing and pouring concrete; repairs and patches concrete sidewalks; paints and repairs guard rails and signs; assists in repairing wooden bridges; clears irrigation ditches and removes obstructions such as rocks, mud and weeds and assists a carpenter in repairing wooden irrigation flumes; drills holes in concrete floors with jackhammer; saturates ground areas with solution to kill termites; sprays attics and under pinnings of houses with wood preservative; tears out termite-infested wood from

porches, steps, doors, floorings, window sashes, joists and ceilings; paints all new woodwork with wood preservative; assists a carpenter in repairing leaky roofs with roofing cement and replaces areas with mineral surface paper; replaces burnt out light bulbs; under the supervision of an electrician, repairs light sockets, switches and electrical outlets and replaces fuses; assists a carpenter in hanging doors, replacing window panes, window screen frames, clothes line poles, flooring and door jambs; under the supervision of a plumber, replaces faucet and shower valves, washers, sink and basin traps, hose bibbs and tank bulbs; clears clogged toilets, sinks and basin drain pipes; overhauls, cleans and repairs stoves and burners; assists a painter in preparing surfaces for painting; services motorized equipment by checking and filling gasoline tanks, checking and filling oil in crank case, checking and filling water in batteries, checking air pressure in tires, filling water in radiators and repairing flat tires; washes and greases cars; checks mufflers, springs, brakes, and exhaust pipes and reports findings to a mechanic; assists a carpenter in carrying building materials, supplies and equipment to and from job sites; digs post holes and repairs fences in forest reserve areas; operates a passenger type power mower in cutting grass on public grounds; as lead man, baits, sets and checks rat trap lines for the eradication of rats; operates a pickup truck to transport a work crew, materials, supplies and/or equipment to and from job sites; operates a buster, concrete mixer or similar equipment as a regular work assignment; occasionally assists a plumber in cutting, reaming and threading pipe or a mechanic in cleaning mechanical equipment and shop tools; and performs continuous heavy physical labor in refuse collection as the major work assignment.

### **Minimum Qualification Requirements**

**Experience and Training:** One (1) year of manual unskilled and semi-skilled work experience in general construction and/or maintenance; or any equivalent combination of training and experience.

**Knowledge of:** Common hand tools and equipment used in manual unskilled and semi-skilled work in general construction and/or maintenance; and common methods, procedures, and materials used in general construction and maintenance work, including safety practices.

**Ability to:** Use common hand tools and equipment typical of the class; understand and carry out oral and written instructions; and perform heavy lifting, moving, digging or other manual work typical of the class.

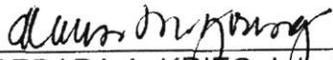
**Physical and Medical Requirements**

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

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This is an amendment to the specifications for the class GENERAL LABORER II which were approved on December 13, 1984.

DATE APPROVED: 3/27/2012

  
\_\_\_\_\_  
BY BARBARA A. KRIEG, Interim Director  
Department of Human Resources Development

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Specifications for the Class:

GENERAL LABORER III

**Distinguishing Characteristics**

This class reflects a working supervisor responsible for supervising a work crew and participating in the performance of a variety of repetitive, unskilled and semi-skilled manual work tasks in connection with the construction, maintenance or repair of roads, grounds, buildings, and equipment.

This class differs from General Laborer II in that the General Laborer III, in addition to performing a variety of semi-skilled manual work tasks as the major work assignment, supervises the work of a crew in performing a variety of unskilled and semi-skilled manual work tasks.

**Examples of Duties** *(Positions may not be assigned all of the duties listed, nor do the examples necessarily include all of the duties that may be assigned. The omission of specific statements does not preclude the assignment of such duties if they are a logical assignment for the position. The classification of a position should not be based solely on the examples of duties performed.)*

Plans work schedule, assigns work to crew; supervises and participates in cleaning ditches, gutters, culverts, siphons, manholes, and drainage systems; supervises and participates in cutting grass, weeding, mowing lawns, and cleaning sidewalks, highway shoulders, medial strips or other roadside areas; supervises and participates in trimming overhanging branches of trees on roads; supervises and participates in making minor repairs to buildings such as removing rotted and termite infested boards; supervises and participates in collecting and disposing rubbish; supervises and participates in digging trenches and leveling sidewalk areas; supervises and participates in repairing and patching broken pavement, curbs and highway shoulders; maintains drainage ditches and siphons for proper drainage; supervises others in repairing guard rails, traffic signs, markers and wooden bridges; supervises and participates in widening, repairing and resurfacing wearing surfaces of highways; keeps records of work activities of subordinates and prepares periodic time and equipment reports; patrols the assigned section of highway during storms, watches for hazardous conditions such as mud, boulders and trees and other obstructions on pavement and removes same; marks danger areas when necessary; confers with superiors concerning the progress of work assignments and the work performance of subordinates; may keep inventory of supplies and equipment used; may keep time

records; may submit written reports of activities; and may operate a pickup truck to transport a work crew, materials, supplies and/or equipment to and from job sites.

**Minimum Qualification Requirements**

Experience and Training: Three (3) years of manual unskilled and semi-skilled work experience in general construction and/or maintenance; or any equivalent combination of training and experience.

Knowledge of: Common hand tools and equipment used in manual unskilled and semi-skilled work in general construction and maintenance; common methods, procedures and materials used in general construction and maintenance work, including safety practices.

Ability to: Operate and maintain simple construction and maintenance tools and equipment, deal effectively with subordinates and obtain good results from workers supervised; give and receive both oral and written instructions; plan, lay out, assign and review the work of other laborers; perform heavy lifting, moving, digging or other manual work typical of the class.

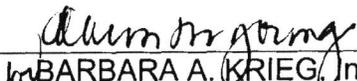
**Physical and Medical Requirements**

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

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This is an amendment to the specifications for the class GENERAL LABORER III, which were approved on December 13, 1984.

DATE APPROVED: 3/27/2012

  
\_\_\_\_\_  
for BARBARA A. KRIEG, Interim Director  
Department of Human Resources Development

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Specifications  
for the Class:

LIGHT TRUCK DRIVER

**Distinguishing Characteristics**

Operates a truck having a factory-rated capacity of less than 1-1/2 tons as a major work assignment in transporting a variety of cargo, and performs operational maintenance; may perform manual work tasks in connection with general construction and maintenance work.

This class differs from that of Truck Driver in that the Light Truck Driver operates and maintains a truck having a factory-rated capacity of less than 1-1/2 tons, or a passenger-type vehicle such as a sedan or station wagon as a major work assignment, and may occasionally operate heavier trucks; whereas, the Truck Driver operates and maintains a truck having a factory-rated capacity of 1-1/2 tons, but less than 5 tons as a major work assignment.

This class differs from that of Truck Driver-Laborer in that the Light Truck Driver operates and maintains a light truck as a major work assignment, and may perform manual work tasks in connection with general construction and maintenance work; whereas, the Truck Driver-Laborer is regularly assigned to operate medium and heavy trucks, but spends a major portion of the work time performing manual work in the general construction and maintenance of roads and adjacent areas.

**Examples of Duties** *(Positions may not be assigned all of the duties listed, nor do the examples necessarily include all of the duties that may be assigned. The omission of specific statements does not preclude the assignment of such duties if they are a logical assignment for the position. The classification of a position should not be based solely on the examples of duties performed.)*

Operates light trucks or other comparable vehicles to transport personnel, equipment, supplies, and material to and from various work sites; loads and unloads vehicles personally or with the help of laborers; keeps vehicle supplied with fuel, oil and water, and checks tire air pressure; services and makes minor emergency repairs to vehicle as necessary; reports equipment service and repair needs; performs simple maintenance work; may occasionally operate other types of light motorized equipment.

**Minimum Qualification Requirements**

Experience and Training: One (1) year of work experience in the operation of motorized equipment representative of the class, or any equivalent combination of training and experience.

License Required: A valid license to drive in the State of Hawaii is required to perform the essential functions of the position.

Knowledge of: Method of operating motorized equipment representative of this class; laws, ordinances, rules and regulations governing the operation of motor vehicles on streets and highways; hazards and safety precautions applicable to the operation of motorized equipment representative of the class; and general maintenance needs of equipment.

Ability to: Operate motorized equipment representative of the class skillfully and safely; understand and observe traffic laws and rules; observe mechanical defects and take steps to have such defects corrected; make minor emergency repairs; understand and follow oral and written instructions; perform lifting, carrying or other manual work typical of the class.

**Physical and Medical Requirements**

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

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This is an amendment to the specification for the class LIGHT TRUCK DRIVER, which was approved on December 31, 1984.

DATE APPROVED: 4/5/2013

  
\_\_\_\_\_  
BARBARA A. KRIEG, Director  
Department of Human Resources Development

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Class Specifications  
for the Class:

TRUCK DRIVER-LABORER

Duties Summary:

Operates medium and heavy trucks as a regular work assignment, and performs operational maintenance; performs manual, unskilled and semi-skilled work in the general construction and maintenance of roads and adjacent areas; and performs other related duties as assigned.

Distinguishing Characteristics:

This class differs from classes in the Truck Driver series in that the Truck Driver-Laborer is regularly assigned to operate medium (factory rated capacity of 1-1/2 tons and over, but less than 5 tons), and heavy (factory rated capacity of 5 tons and over) trucks, but spends a major portion of the work time in performing manual, unskilled and semi-skilled work; whereas classes in the Truck Driver series are responsible for operating and maintaining trucks as a major work assignment and may perform manual work as an auxiliary or sporadic assignment.

This class differs from the class General Laborer II in the Truck Driver-Laborer, although spending a major portion of time performing manual, unskilled and semi-skilled work, is regularly assigned to operate medium and heavy trucks on a continuing basis; whereas the General Laborer II performs manual work which includes tasks that require some manipulative skill, but does not include the operation of medium and heavy trucks on a regular or continuing basis.

Examples of Duties:

Operates dump trucks to haul rocks, gravel, dirt and other material; operates a tank truck to haul water to landscaped areas; operates water pumps and waters plants and grass with hose or spray attachments; plants trees, shrubs and grass along landscaped areas of the highway; prunes trees and shrubs; cultivates and weeds landscaped areas; cleans ditches and culverts; cuts grass along highways; assists in building or repairing stonewalls, guard rails and patching pavement; performs a variety of manual, unskilled and semi-skilled work in the general construction and maintenance of roads, buildings, structures and equipment; keeps records of supplies and materials used in maintaining landscaped areas such as insecticides and fertilizers; may supervise a helper assisting in the maintenance of landscaped areas.

Knowledge, Skills and Abilities Required:

Knowledge of: Common hand tools and equipment used in manual, unskilled and semi-skilled work; common methods, procedures and materials used in general construction and maintenance work; method of operating motorized equipment representative of the class; the capacity and uses of motorized equipment representative of the class; laws, ordinances, rules and regulations governing the operation of motor vehicles on streets and highways; hazards and safety precautions applicable to the operation of motorized equipment representative of the class.

Ability to: Operate motorized equipment representative of the class skillfully and safely; understand and follow oral and written instructions; perform minor maintenance work on equipment representative of the class; perform lifting, carrying or other manual work typical of the class; operate simple machinery; understand and observe traffic laws and rules; learn a variety of semi-skilled work tasks; operate simple machinery.

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This is an amendment (format change only) to the class specification for the class TRUCK DRIVER-LABORER approved on December 3, 1985.

DATE APPROVED: 4/23/91

SHARON Y. MIYASHIRO  
Director of Personnel Services

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Class Specifications  
for the Class:

TRUCK DRIVER

Duties Summary:

Operates a truck of at least 1-1/2 ton factory-rated capacity but less than 5 tons, or a tank truck having a capacity of 1200 gallons or less as a major work assignment, and performs operational maintenance; may perform manual work tasks in connection with general construction and maintenance work; and performs other related duties as assigned.

Distinguishing Characteristics:

This class differs from that of Light Truck Driver in that the Truck Driver operates and maintains a truck having a factory-rated capacity of 1-1/2 tons but less than 5 tons as a major work assignment; whereas the Light Truck Driver operates and maintains a truck having a factory-rated capacity of less than 1-1/2 tons or a passenger-type vehicle such as a sedan or station wagon as a major work assignment and may occasionally operate heavier trucks.

This class differs from that of Heavy Truck Driver in that the Truck Driver operates and maintains a truck having a factory-rated capacity of 1-1/2 tons but less than 5 tons or a tank truck having a capacity of 1200 gallons or less as a major work assignment and may occasionally operate heavier trucks; whereas the Heavy Truck Driver operates and maintains a truck having a factory-rated capacity of 5 tons and over or a tank truck having a capacity of over 1200 gallons as a major work assignment.

Examples of Duties:

Operates a truck representative of the class to haul gravel, rocks, dirt, sand, rubbish and other materials; operates a tank; truck appropriate to the class for watering landscaped areas, poisoning weeds and brush, or for applying bitumuls to pavement; may keep records of areas watered or sprayed with poison; transports personnel to and from work sites; operates or runs equipment attached to or mounted on trucks such as booms, air compressors and spraying equipment; checks trucks for gasoline, oil, water, and proper air pressure in tires, and tends to such

needs; services and makes minor emergency repairs to equipment; cuts grass and branches; cleans storm drains, and cleans debris from highways and other areas; spreads asphaltic concrete and rock in repairing pavement; may direct others in loading and unloading truck; or may operate tractor mowers, light trucks or other similar pieces of equipment; and may occasionally operate other types of motorized equipment or heavy trucks.

Knowledge, Skills, and Abilities Required:

Knowledge of: Method of operating motorized equipment representative of this class; the capacity and uses of motorized equipment representative of this class; operational maintenance needs of motorized equipment representative of this class; laws, ordinances, rules and regulations governing the operation of motor vehicles on streets and highways; and hazards and safety precautions applicable to the operation of motorized equipment representative of the class.

Ability to: Operate motorized equipment representative of this class skillfully and safely; understand and observe traffic laws and rules; perform minor maintenance work on equipment representative of this class; learn to operate attachments to trucks, such as booms, generators, air compressors, and spraying equipment; understand and follow oral and written instruction; use common hand tools; observe mechanical defects and take steps to have such defects corrected; and perform lifting, carrying or other manual work typical of the class.

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This is an amendment (format change only) to the specification for the class TRUCK DRIVER approved on September 23, 1988.

DATE APPROVED: 4/23/91

SHARON Y. MIYASHIRO  
Director of Personnel Services

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Class Specifications  
for the Class:

ILLUSTRATOR-PHOTOGRAPHER

Duties Summary:

Designs and prepares a variety of graphic and illustrative art work; operates still and motion picture cameras, accessories and processing equipment; and performs other duties as required.

Distinguishing Characteristics:

This class involves responsibility for designing and preparing artistic renderings and for taking pictures and processing films primarily for use in illustrating the presentation of educational material through various media to health, welfare, educational personnel, students and/or to the general public. General supervision is received from the supervisor who normally sets the theme or idea which is then executed into its final artistic or photographic product by a position in this class.

Examples of Duties:

Illustrates leaflets, pamphlets, booklets, newspaper releases and other material for educational, publicity, publication training or other purposes; draws and letters charts, posters, signs, transparencies, graphs, etc., using inks and paints; makes color drawings and charts for slides; prepares layout of booklets, pamphlets, exhibits, displays, etc.; designs and constructs and/or supervises the construction of exhibits; prepares materials for duplication and reproduces materials; takes pictures in black and white and color with still and motion picture cameras; processes film and makes contact and projection prints; makes color slides; cuts and edits motion picture films; mixes developing, firing and other solutions; advises and/or demonstrates to individuals or interested groups concerning art or photographic work; makes purchases of art and photographic supplies; makes minor repairs to art and photographic equipment; attends and participates in staff meetings; keeps abreast of advancements in the field of art and photography; and maintains files of drawings, prints and negatives.

Knowledge and Abilities Required:

Knowledge of: Principles of design and composition; various reproduction processes; materials and equipment used in the visual arts, including audio-visual presentation; principles,

practices, and techniques used in taking and processing still and motion pictures; photographic materials and equipment; and developing solutions.

Ability to: Design and lay out art work skillfully and effectively; do skilled freehand drawing and lettering; operate cameras and other photographic equipment; develop and print film; work accurately and carefully; and apply artistic imagination for effective presentation.

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This is an amendment to the specification for the class Illustrator-Photographer, which was approved on November 22, 1954.

APPROVED: 6/27/69

David K. Trask, Jr.  
for (Mrs.) EDNA TAVARES TAUFASAU  
Director of Personnel Services

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 01/01/2021

Bargaining Unit: 01 Blue Collar, Non-Supervisor

A			A			A			A		
BC01	ANN	43,692	BC09	ANN	59,376	WS01	ANN	45,276	WS09	ANN	63,012
	MON	3,641		MON	4,948		MON	3,773		MON	5,251
	8HR	168.08		8HR	228.40		8HR	174.16		8HR	242.32
	HRLY	21.01		HRLY	28.55		HRLY	21.77		HRLY	30.29
BC02	ANN	44,292	BC10	ANN	61,632	WS02	ANN	47,364	WS10	ANN	65,244
	MON	3,691		MON	5,136		MON	3,947		MON	5,437
	8HR	170.32		8HR	237.04		8HR	182.16		8HR	250.96
	HRLY	21.29		HRLY	29.63		HRLY	22.77		HRLY	31.37
BC03	ANN	45,540	BC11	ANN	63,876	WS03	ANN	48,744	WS11	ANN	67,776
	MON	3,795		MON	5,323		MON	4,062		MON	5,648
	8HR	175.12		8HR	245.68		8HR	187.44		8HR	260.64
	HRLY	21.89		HRLY	30.71		HRLY	23.43		HRLY	32.58
BC04	ANN	47,364	BC12	ANN	66,324	WS04	ANN	50,712	WS12	ANN	70,236
	MON	3,947		MON	5,527		MON	4,226		MON	5,853
	8HR	182.16		8HR	255.12		8HR	195.04		8HR	270.16
	HRLY	22.77		HRLY	31.89		HRLY	24.38		HRLY	33.77
BC05	ANN	49,260	BC13	ANN	68,748	WS05	ANN	52,764	WS13	ANN	72,900
	MON	4,105		MON	5,729		MON	4,397		MON	6,075
	8HR	189.44		8HR	264.40		8HR	202.96		8HR	280.40
	HRLY	23.68		HRLY	33.05		HRLY	25.37		HRLY	35.05
BC06	ANN	51,240	BC14	ANN	71,376	WS06	ANN	54,876	WS14	ANN	75,600
	MON	4,270		MON	5,948		MON	4,573		MON	6,300
	8HR	197.04		8HR	274.56		8HR	211.04		8HR	290.80
	HRLY	24.63		HRLY	34.32		HRLY	26.38		HRLY	36.35
BC07	ANN	53,292	BC15	ANN	74,040	WS07	ANN	57,060	WS15	ANN	78,492
	MON	4,441		MON	6,170		MON	4,755		MON	6,541
	8HR	204.96		8HR	284.80		8HR	219.44		8HR	301.92
	HRLY	25.62		HRLY	35.60		HRLY	27.43		HRLY	37.74
BC08	ANN	55,464				WS08	ANN	59,340			
	MON	4,622					MON	4,945			
	8HR	213.36					8HR	228.24			
	HRLY	26.67					HRLY	28.53			

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
SALARY SCHEDULE

Effective Date: 01/01/2021

Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR04	ANN	30,576	31,800	33,132	34,452	35,820	37,212	38,748	40,260	41,844	43,536	45,240
	MON	2,548	2,650	2,761	2,871	2,985	3,101	3,229	3,355	3,487	3,628	3,770
	8HR	117.60	122.32	127.44	132.48	137.76	143.12	149.04	154.88	160.96	167.44	174.00
	HRLY	14.70	15.29	15.93	16.56	17.22	17.89	18.63	19.36	20.12	20.93	21.75
SR05	ANN	31,200	32,436	33,804	35,148	36,540	37,968	39,528	41,064	42,684	44,424	46,164
	MON	2,600	2,703	2,817	2,929	3,045	3,164	3,294	3,422	3,557	3,702	3,847
	8HR	120.00	124.72	130.00	135.20	140.56	146.00	152.00	157.92	164.16	170.88	177.52
	HRLY	15.00	15.59	16.25	16.90	17.57	18.25	19.00	19.74	20.52	21.36	22.19
SR06	ANN	31,836	33,084	34,488	35,856	37,272	38,724	40,332	41,904	43,548	45,312	47,088
	MON	2,653	2,757	2,874	2,988	3,106	3,227	3,361	3,492	3,629	3,776	3,924
	8HR	122.48	127.28	132.64	137.92	143.36	148.96	155.12	161.20	167.52	174.24	181.12
	HRLY	15.31	15.91	16.58	17.24	17.92	18.62	19.39	20.15	20.94	21.78	22.64
SR07	ANN	32,460	33,756	35,184	36,576	38,028	39,504	41,148	42,744	44,436	46,236	48,048
	MON	2,705	2,813	2,932	3,048	3,169	3,292	3,429	3,562	3,703	3,853	4,004
	8HR	124.88	129.84	135.36	140.64	146.24	151.92	158.24	164.40	170.88	177.84	184.80
	HRLY	15.61	16.23	16.92	17.58	18.28	18.99	19.78	20.55	21.36	22.23	23.10
SR08	ANN	33,120	34,440	35,892	37,320	38,796	40,308	41,976	43,620	45,324	47,160	49,020
	MON	2,760	2,870	2,991	3,110	3,233	3,359	3,498	3,635	3,777	3,930	4,085
	8HR	127.36	132.48	138.08	143.52	149.20	155.04	161.44	167.76	174.32	181.36	188.56
	HRLY	15.92	16.56	17.26	17.94	18.65	19.38	20.18	20.97	21.79	22.67	23.57
SR09	ANN	33,792	35,196	36,564	38,004	39,540	41,100	42,792	44,496	46,272	48,084	50,016
	MON	2,816	2,933	3,047	3,167	3,295	3,425	3,566	3,708	3,856	4,007	4,168
	8HR	130.00	135.36	140.64	146.16	152.08	158.08	164.56	171.12	178.00	184.96	192.40
	HRLY	16.25	16.92	17.58	18.27	19.01	19.76	20.57	21.39	22.25	23.12	24.05
SR10	ANN	35,196	36,564	38,004	39,540	41,100	42,792	44,496	46,272	48,084	50,016	52,044
	MON	2,933	3,047	3,167	3,295	3,425	3,566	3,708	3,856	4,007	4,168	4,337
	8HR	135.36	140.64	146.16	152.08	158.08	164.56	171.12	178.00	184.96	192.40	200.16
	HRLY	16.92	17.58	18.27	19.01	19.76	20.57	21.39	22.25	23.12	24.05	25.02

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
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Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR11	ANN	36,564	38,004	39,540	41,100	42,792	44,496	46,272	48,084	50,016	52,044	54,108
	MON	3,047	3,167	3,295	3,425	3,566	3,708	3,856	4,007	4,168	4,337	4,509
	8HR	140.64	146.16	152.08	158.08	164.56	171.12	178.00	184.96	192.40	200.16	208.08
	HRLY	17.58	18.27	19.01	19.76	20.57	21.39	22.25	23.12	24.05	25.02	26.01
SR12	ANN	38,004	39,540	41,100	42,792	44,496	46,272	48,084	50,016	52,044	54,108	56,316
	MON	3,167	3,295	3,425	3,566	3,708	3,856	4,007	4,168	4,337	4,509	4,693
	8HR	146.16	152.08	158.08	164.56	171.12	178.00	184.96	192.40	200.16	208.08	216.64
	HRLY	18.27	19.01	19.76	20.57	21.39	22.25	23.12	24.05	25.02	26.01	27.08
SR13	ANN	39,540	41,100	42,792	44,496	46,272	48,084	50,016	52,044	54,108	56,316	58,488
	MON	3,295	3,425	3,566	3,708	3,856	4,007	4,168	4,337	4,509	4,693	4,874
	8HR	152.08	158.08	164.56	171.12	178.00	184.96	192.40	200.16	208.08	216.64	224.96
	HRLY	19.01	19.76	20.57	21.39	22.25	23.12	24.05	25.02	26.01	27.08	28.12
SR14	ANN	41,100	42,792	44,496	46,272	48,084	50,016	52,044	54,108	56,316	58,488	60,864
	MON	3,425	3,566	3,708	3,856	4,007	4,168	4,337	4,509	4,693	4,874	5,072
	8HR	158.08	164.56	171.12	178.00	184.96	192.40	200.16	208.08	216.64	224.96	234.08
	HRLY	19.76	20.57	21.39	22.25	23.12	24.05	25.02	26.01	27.08	28.12	29.26
SR15	ANN	42,792	44,496	46,272	48,084	50,016	52,044	54,108	56,316	58,488	60,864	63,288
	MON	3,566	3,708	3,856	4,007	4,168	4,337	4,509	4,693	4,874	5,072	5,274
	8HR	164.56	171.12	178.00	184.96	192.40	200.16	208.08	216.64	224.96	234.08	243.44
	HRLY	20.57	21.39	22.25	23.12	24.05	25.02	26.01	27.08	28.12	29.26	30.43
SR16	ANN	44,496	46,272	48,084	50,016	52,044	54,108	56,316	58,488	60,864	63,288	65,808
	MON	3,708	3,856	4,007	4,168	4,337	4,509	4,693	4,874	5,072	5,274	5,484
	8HR	171.12	178.00	184.96	192.40	200.16	208.08	216.64	224.96	234.08	243.44	253.12
	HRLY	21.39	22.25	23.12	24.05	25.02	26.01	27.08	28.12	29.26	30.43	31.64
SR17	ANN	46,272	48,084	50,016	52,044	54,108	56,316	58,488	60,864	63,288	65,808	68,484
	MON	3,856	4,007	4,168	4,337	4,509	4,693	4,874	5,072	5,274	5,484	5,707
	8HR	178.00	184.96	192.40	200.16	208.08	216.64	224.96	234.08	243.44	253.12	263.44
	HRLY	22.25	23.12	24.05	25.02	26.01	27.08	28.12	29.26	30.43	31.64	32.93

State of Hawaii  
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT  
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Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR18	ANN	48,084	50,016	52,044	54,108	56,316	58,488	60,864	63,288	65,808	68,484	71,172
	MON	4,007	4,168	4,337	4,509	4,693	4,874	5,072	5,274	5,484	5,707	5,931
	8HR	184.96	192.40	200.16	208.08	216.64	224.96	234.08	243.44	253.12	263.44	273.76
	HRLY	23.12	24.05	25.02	26.01	27.08	28.12	29.26	30.43	31.64	32.93	34.22
SR19	ANN	50,016	52,044	54,108	56,316	58,488	60,864	63,288	65,808	68,484	71,172	74,064
	MON	4,168	4,337	4,509	4,693	4,874	5,072	5,274	5,484	5,707	5,931	6,172
	8HR	192.40	200.16	208.08	216.64	224.96	234.08	243.44	253.12	263.44	273.76	284.88
	HRLY	24.05	25.02	26.01	27.08	28.12	29.26	30.43	31.64	32.93	34.22	35.61
SR20	ANN	52,044	54,108	56,316	58,488	60,864	63,288	65,808	68,484	71,172	74,064	77,088
	MON	4,337	4,509	4,693	4,874	5,072	5,274	5,484	5,707	5,931	6,172	6,424
	8HR	200.16	208.08	216.64	224.96	234.08	243.44	253.12	263.44	273.76	284.88	296.48
	HRLY	25.02	26.01	27.08	28.12	29.26	30.43	31.64	32.93	34.22	35.61	37.06
SR21	ANN	54,108	56,316	58,488	60,864	63,288	65,808	68,484	71,172	74,064	77,088	80,124
	MON	4,509	4,693	4,874	5,072	5,274	5,484	5,707	5,931	6,172	6,424	6,677
	8HR	208.08	216.64	224.96	234.08	243.44	253.12	263.44	273.76	284.88	296.48	308.16
	HRLY	26.01	27.08	28.12	29.26	30.43	31.64	32.93	34.22	35.61	37.06	38.52
SR22	ANN	56,316	58,488	60,864	63,288	65,808	68,484	71,172	74,064	77,088	80,124	83,328
	MON	4,693	4,874	5,072	5,274	5,484	5,707	5,931	6,172	6,424	6,677	6,944
	8HR	216.64	224.96	234.08	243.44	253.12	263.44	273.76	284.88	296.48	308.16	320.48
	HRLY	27.08	28.12	29.26	30.43	31.64	32.93	34.22	35.61	37.06	38.52	40.06
SR23	ANN	58,488	60,864	63,288	65,808	68,484	71,172	74,064	77,088	80,124	83,328	86,688
	MON	4,874	5,072	5,274	5,484	5,707	5,931	6,172	6,424	6,677	6,944	7,224
	8HR	224.96	234.08	243.44	253.12	263.44	273.76	284.88	296.48	308.16	320.48	333.44
	HRLY	28.12	29.26	30.43	31.64	32.93	34.22	35.61	37.06	38.52	40.06	41.68
SR24	ANN	60,864	63,288	65,808	68,484	71,172	74,064	77,088	80,124	83,328	86,688	90,168
	MON	5,072	5,274	5,484	5,707	5,931	6,172	6,424	6,677	6,944	7,224	7,514
	8HR	234.08	243.44	253.12	263.44	273.76	284.88	296.48	308.16	320.48	333.44	346.80
	HRLY	29.26	30.43	31.64	32.93	34.22	35.61	37.06	38.52	40.06	41.68	43.35

State of Hawaii  
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Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SR25	ANN	63,288	65,808	68,484	71,172	74,064	77,088	80,124	83,328	86,688	90,168	93,732
	MON	5,274	5,484	5,707	5,931	6,172	6,424	6,677	6,944	7,224	7,514	7,811
	8HR	243.44	253.12	263.44	273.76	284.88	296.48	308.16	320.48	333.44	346.80	360.48
	HRLY	30.43	31.64	32.93	34.22	35.61	37.06	38.52	40.06	41.68	43.35	45.06
SR26	ANN	65,808	68,484	71,172	74,064	77,088	80,124	83,328	86,688	90,168	93,732	97,464
	MON	5,484	5,707	5,931	6,172	6,424	6,677	6,944	7,224	7,514	7,811	8,122
	8HR	253.12	263.44	273.76	284.88	296.48	308.16	320.48	333.44	346.80	360.48	374.88
	HRLY	31.64	32.93	34.22	35.61	37.06	38.52	40.06	41.68	43.35	45.06	46.86
SR27	ANN	68,484	71,172	74,064	77,088	80,124	83,328	86,688	90,168	93,732	97,464	101,352
	MON	5,707	5,931	6,172	6,424	6,677	6,944	7,224	7,514	7,811	8,122	8,446
	8HR	263.44	273.76	284.88	296.48	308.16	320.48	333.44	346.80	360.48	374.88	389.84
	HRLY	32.93	34.22	35.61	37.06	38.52	40.06	41.68	43.35	45.06	46.86	48.73
SR28	ANN	71,172	74,064	77,088	80,124	83,328	86,688	90,168	93,732	97,464	101,352	105,492
	MON	5,931	6,172	6,424	6,677	6,944	7,224	7,514	7,811	8,122	8,446	8,791
	8HR	273.76	284.88	296.48	308.16	320.48	333.44	346.80	360.48	374.88	389.84	405.76
	HRLY	34.22	35.61	37.06	38.52	40.06	41.68	43.35	45.06	46.86	48.73	50.72
SR29	ANN	74,064	77,088	80,124	83,328	86,688	90,168	93,732	97,464	101,352	105,492	109,704
	MON	6,172	6,424	6,677	6,944	7,224	7,514	7,811	8,122	8,446	8,791	9,142
	8HR	284.88	296.48	308.16	320.48	333.44	346.80	360.48	374.88	389.84	405.76	421.92
	HRLY	35.61	37.06	38.52	40.06	41.68	43.35	45.06	46.86	48.73	50.72	52.74
SR30	ANN	77,088	80,124	83,328	86,688	90,168	93,732	97,464	101,352	105,492	109,704	113,988
	MON	6,424	6,677	6,944	7,224	7,514	7,811	8,122	8,446	8,791	9,142	9,499
	8HR	296.48	308.16	320.48	333.44	346.80	360.48	374.88	389.84	405.76	421.92	438.40
	HRLY	37.06	38.52	40.06	41.68	43.35	45.06	46.86	48.73	50.72	52.74	54.80
SR31	ANN	80,124	83,328	86,688	90,168	93,732	97,464	101,352	105,492	109,704	113,988	118,572
	MON	6,677	6,944	7,224	7,514	7,811	8,122	8,446	8,791	9,142	9,499	9,881
	8HR	308.16	320.48	333.44	346.80	360.48	374.88	389.84	405.76	421.92	438.40	456.08
	HRLY	38.52	40.06	41.68	43.35	45.06	46.86	48.73	50.72	52.74	54.80	57.01

State of Hawaii  
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SALARY SCHEDULE

Effective Date: 01/01/2021

Bargaining Unit: 03 White Collar, Non-supervisor

		Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
SC01	ANN	83,328	86,688	90,168	93,732	97,464	101,352	105,492	109,704	113,988	118,572	123,336
	MON	6,944	7,224	7,514	7,811	8,122	8,446	8,791	9,142	9,499	9,881	10,278
	8HR	320.48	333.44	346.80	360.48	374.88	389.84	405.76	421.92	438.40	456.08	474.40
	HRLY	40.06	41.68	43.35	45.06	46.86	48.73	50.72	52.74	54.80	57.01	59.30
SC02	ANN	86,688	90,168	93,732	97,464	101,352	105,492	109,704	113,988	118,572	123,336	128,316
	MON	7,224	7,514	7,811	8,122	8,446	8,791	9,142	9,499	9,881	10,278	10,693
	8HR	333.44	346.80	360.48	374.88	389.84	405.76	421.92	438.40	456.08	474.40	493.52
	HRLY	41.68	43.35	45.06	46.86	48.73	50.72	52.74	54.80	57.01	59.30	61.69
SC03	ANN	90,168	93,732	97,464	101,352	105,492	109,704	113,988	118,572	123,336	128,316	133,440
	MON	7,514	7,811	8,122	8,446	8,791	9,142	9,499	9,881	10,278	10,693	11,120
	8HR	346.80	360.48	374.88	389.84	405.76	421.92	438.40	456.08	474.40	493.52	513.20
	HRLY	43.35	45.06	46.86	48.73	50.72	52.74	54.80	57.01	59.30	61.69	64.15

**Years 2021 and 2022**

**www.dhrd.hawaii.gov**

**Holidays to be observed by the  
HAWAII STATE GOVERNMENT**

Website where State Holiday Schedule posted

**Year 2021 HAWAII STATE HOLIDAYS**

<u>(Hawaii Rev. Statutes, Sec. 8-1)</u>	<u>Day Observed in 2021</u>	<u>Official Date Designated in Statute/Constitution</u>
New Year's Day.....	Jan. 1, Friday .....	The first day in January
Dr. Martin Luther King, Jr. Day.....	Jan. 18 Monday .....	The third Monday in January
Presidents' Day.....	Feb. 15 Monday .....	The third Monday in February
Prince Jonah Kuhio Kalaniana'ole Day.....	Mar. 26 Friday .....	The twenty-sixth day in March
Good Friday.....	April 2 Friday.....	The Friday preceding Easter Sunday
Memorial Day.....	May 31 Monday .....	The last Monday in May
King Kamehameha I Day.....	June 11 Friday.....	The eleventh day in June
Independence Day.....	July 5 Monday .....	The fourth day in July
Statehood Day.....	Aug. 20 Friday .....	The third Friday in August
Labor Day.....	Sept. 6 Monday .....	The first Monday in September
Veterans' Day.....	Nov 11 Thursday .....	The eleventh day in November
Thanksgiving.....	Nov. 25 Thursday .....	The fourth Thursday in November
Christmas.....	Dec. 24 Friday .....	The twenty-fifth day in December

**Year 2022 HAWAII STATE HOLIDAYS**

<u>(Hawaii Rev. Statutes, Sec. 8-1)</u>	<u>Day Observed in 2022</u>	<u>Official Date Designated in Statute/Constitution</u>
New Year's Day.....	Dec. 31, Friday .....	The first day in January
Dr. Martin Luther King, Jr. Day.....	Jan. 17 Monday .....	The third Monday in January
Presidents' Day.....	Feb. 21 Monday .....	The third Monday in February
Prince Jonah Kuhio Kalaniana'ole Day.....	Mar. 25 Friday .....	The twenty-sixth day in March
Good Friday.....	April 15 Friday .....	The Friday preceding Easter Sunday
Memorial Day.....	May 30 Monday .....	The last Monday in May
King Kamehameha I Day.....	June 10 Friday.....	The eleventh day in June
Independence Day.....	July 4 Monday .....	The fourth day in July
Statehood Day.....	Aug. 19 Friday .....	The third Friday in August
Labor Day.....	Sept. 5 Monday .....	The first Monday in September
Election Day.....	Nov. 8 Tuesday.....	The first Tuesday in November following the first Monday of even numbered years ( <i>Hawaii State Constitution, Article 2-Section 8</i> )
Veterans' Day.....	Nov 11 Friday .....	The eleventh day in November
Thanksgiving.....	Nov. 24 Thursday .....	The fourth Thursday in November
Christmas.....	Dec. 26 Monday .....	The twenty-fifth day in December

**FOOTNOTES:** For use solely by State government agencies. Federal government and local banking holidays may differ. For State agencies that operate on other than Monday-Friday 7:45 AM to 4:30 PM schedules, also refer to appropriate collective bargaining agreements. Created by the Department of Human Resources Development 5/20/2020 subject to change.