



THE STATE
of **ALASKA**
GOVERNOR SEAN PARNELL

Department of Administration

CURTIS W. THAYER, COMMISSIONER

10th Fl. State Office Building
PO Box 110200
Juneau, AK 99811-0200
Main: 907.465.2200
Fax: 907.465.2135
www.doa.alaska.gov

March 24, 2014

The Honorable Kevin Meyer, Co-Chair
The Honorable Pete Kelly, Co-Chair
Senate Finance Standing Committee
Alaska State Capitol, Rm. 532
Juneau, AK 99801

Dear Senators:

Thank you for the opportunity to answer questions on Senator Dyson's SB 182, Public Employee Salary Differentials. Following are the questions raised during our testimony that we could not immediately address and the responses to those questions:

Q1: What is the vacancy rate for these marine units?

A1: AMHS will be hiring for 20 positions in the IBU this summer, out of 669 positions. Other vacancies are typically filled through internal promotion/transfer opportunities. There are six (out of 25) job classes (Junior Assistant Purser, A/B Bos'n, Able Seaman, Ordinary Seaman, Junior Engineer and Oiler) in the IBU for which AMHS is experiencing some difficulty filling.

There are currently 17 vacancies, out of 98 in the MMP, which is unusually high. This can be primarily attributed to a lack of required pilotage. AMHS has significantly increased their effort to encourage employees to take their pilotage exams.

There are currently 10 vacancies, out of 107 in the MEBA. These vacancies are filled by a combination of engineers who volunteer to work extra assignments and engineers who are dispatched from the west coast from the MEBA union halls.

Q2: What is the leave accrual for marine units?

A2: Please find below a chart that specifies the different leave accrual rates for the three marine units (MMP, MEBA and IBU):

Years of Service	IBU			MEBA		MMP ⁽³⁾	
	Annual	Sick	A-days	Personal	A-days ⁽²⁾	Annual	Sick
1-2	84	180	1460	188	2920	84	180
2-3	168	180	1824.8	250	2920	168	180
3-4	252	180	1824.8	318	2920	252	180
4-5	336 ⁽¹⁾	180	1824.8	390	2920	336	180
5-7	336	180	2190	468	2920	420	180
7-10	336	180	2555 ⁽⁵⁾	551	2920	504	180
	336 ⁽⁴⁾	180	2555 ⁽⁵⁾	638	2920	504 ⁽⁴⁾	180

⁽¹⁾ If hired before 2008 the accrual increases to 420 hours per year after 5 years of service.

⁽²⁾ Engineers working on the *M/V Aurora* and the *M/V Tustumena* must have 5 years of service with AMHS to be eligible for A-days. Engineers working on the *M/V Kennicott* do not have to meet a threshold before receiving A-days.

⁽³⁾ MMP members do not receive A-days. All members who have achieved seniority (12 months of service) receive \$ 57.86 bi-weekly in lieu of A-days.

⁽⁴⁾ If hired before 1985 the accrual increases to 588 hours per year after 10 years of service.

⁽⁵⁾ If hired before 1985 the accrual increases to one day of leave for one day of work after 9 years of service, this equates to 2920 hours.

Q3: What training does AMHS pay for and what are the employees training costs?

A3: The basic training required to apply for an entry level position on AMHS vessels cost approximately \$1000 (Merchant Marine Documents, Transportation Worker Identification Credential, and Basic Safety Training Certificate). This is low compared to the training requirements required for similar or lower paying state jobs (e.g. a college degree). All required training and some optional training after hire is paid for by the AMHS. For example, in 2013 the State of Alaska paid \$132,062.87 into license specific training for MMP and \$131,197.00 into license specific training for MEBA.

Q4: Have the marine units seen a decrease in wages in recent years?

A4: A 10-year review of annual cost of living increases negotiated for MMP/MEBA and IBU are listed below for your reference:

Year	CPI Increase	MMP/MEBA	IBU
2004	2.6%	7.0%	7.0%
2005	3.1%	6.0%	6.0%
2006	3.2%	6.0%	6.0%
2007	2.2%	3.0%	0.0%
2008	4.6%	\$2,381 Lump Sum	\$2,137 Lump Sum
2009	1.2%	5.0%	5.0%
2010	1.8%	4.0%	4.0%
2011	3.2%	0.0%	2.0%
2012	2.1%	0.0%	2.0%
2013	Unknown	0.0%	1.0%
TOTAL	24%	31% + \$2,381	33% + \$2,137

Q5: What goes into “other pay” for the top three earners in each marine unit?

A5: Attached is a detail breakout of the elements that went into the slide referenced showing the top three earners in each marine bargaining unit. Please reference “High Earners.pdf”.

Q6: Where do the marine unit employees live around the state?

A6: Below is a count of the marine unit employees that live in each community of Alaska:

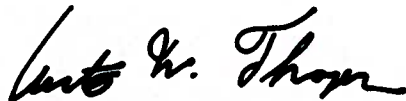
City	MEBA	MMP	IBU	Total
ANCHOR POINT		1	1	2
ANCHORAGE	4	8	19	31
AUKE BAY	1	4	19	24
COFFMAN COVE	1		1	2
CORDOVA	4		7	11
CRAIG		1	11	12
DOUGLAS	5	2	12	19
EAGLE RIVER		2	2	4
FAIRBANKS			1	1
FRITZ CREEK			1	1
GLENNALLEN			1	1

March 24, 2014

GUSTAVUS	1		4	5
HAINES	4	1	29	34
HOMER	4	8	12	24
HOONAH			1	1
HYDABURG			2	2
JUNEAU	19	21	172	212
KAKE			1	1
KASLOF		1	3	4
KENAI	3			3
KETCHIKAN	11	20	169	200
KLAWOCK			4	4
KODIAK			1	1
METLAKATLA			16	16
NIKISKI			1	1
NINILCHIK	1		1	2
PALMER	1	2	6	9
PELICAN			1	1
PETERSBURG	1	2	11	14
SELDOVIA			1	1
SEWARD		1	10	11
SITKA	1	1	17	19
SKAGWAY			3	3
SOLDOTNA	2	1	10	13
STERLING			3	3
TALKEETNA	1			1
TENAKEE SPRINGS			2	2
THORNE BAY			3	3
WARD COVE	3	2	16	21
WASILLA	1	1	4	6
WHITTIER			1	1
WILLOW			1	1
WRANGELL	3	2	21	26
Total	71	81	601	753

I hope that the above questions have been answered to your satisfaction. Please feel free to contact me if there are any additional items needing clarification.

Sincerely,



Curtis W. Thayer
Commissioner

cc: Senate Finance Standing Committee members
Senator Fred Dyson