

## Sectional Analysis

### **SB 95 - STATE EMPLOYEE COMPENSATION AND BENEFITS**

An Act relating to the compensation, allowances, and leave of certain public officials, officer, and employees not covered by collective bargaining agreements; relating to increased pay for certain partially exempt employees of the state in specific circumstances; and providing for an effective date.

Section 1 amends AS 39.20.200(a) providing that the specified leave accrual rates apply to officers and employees of the state employed before July 1, 2013.

Section 2 amends AS 39.20.200 by adding a new subsection which provides reduced leave accrual rates for employees hired on or after July 1, 2013.

Section 3 amends AS 39.20.225(c) increasing the mandatory leave usage in a 12-month period from 5 to 10 days.

Section 4 adds a new subsection to AS 39.20.225 placing a maximum accumulation limit of 1,000 hours of personal leave at the conclusion of each 12-month period. The personnel board may adopt regulations to allow for an exemption to this subsection if the department or agency head certifies in writing that the officer or employee was denied the opportunity to use personal leave and required to accumulate more than the 1,000 hour maximum. An exemption to the maximum accumulation limit is provided for officers and employees who, as of December 16, 2013, have a personal leave balance that exceeds 400 hours. Officers and employees who are exempt from the maximum accumulation limit are required to use at least 15 days of personal leave in each 12-month period.

Section 5 repeals and reenacts AS 39.27.011(a) revising the salary schedule to provide for a 1% increase effective July 1, 2013.

Section 6 amends AS 39.27.011(e) providing for a 1% increase to the amounts set out in AS 39.27.011(a) effective July 1, 2014.

Section 7 amends AS 39.27.011(f) providing for a 2.5% increase to the amounts set out in AS 39.27.011(a), as increased by AS 39.27.011(e), effective July 1, 2015.

Section 8 amends AS 39.27.011(h) reducing the percentage rate between pay increments from 3.75% to 3.25%.

Section 9 amends AS 39.27.011 by adding a new subsection providing authority to the governor or the governor's designee, on a case-by-case basis, to authorize a higher step than F to a partially exempt employee based upon a written determination that the action serves a critical governmental interest of the state, the employee possesses exceptional qualifications, recruitment difficulties exist, or the action is necessary due to competitive salaries in the relevant labor market.

Section 10 repeals AS 39.20.240.

Sections 11 through 13 amend the uncodified law. Sections 11 and 12 provide that public officers and permanent and temporary employees in the executive branch, other than the governor and lieutenant governor, who are in the exempt service under AS 39.25.110, and permanent and temporary employees and magistrates in the judicial branch, other than justices and judges, are entitled to receive salary adjustments comparable to those received by classified and partially exempt employees of the executive branch under AS

39.27.011 (secs. 5 - 7). Justices and judges are entitled to receive salary adjustments provided for in sections 5 through 7 in accordance with referenced regulations.

Section 13 provides that employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the Board of Regents.

Section 14 provides an effective date of December 16, 2013 for sections 3 and 4.

Section 15 provides an effective date of July 1, 2015 for section 8.

Section 16 provides an effective date of July 1, 2013 for all sections except those addressed in sections 14 and 15.