

State of Alaska Department of Administration

Labor Contracts

Presentation to Senate Finance Committee

Director Kate Sheehan, Personnel and Labor Relations

February 17th, 2020



Bargaining Unit Acronyms

ACOA.....	Alaska Correctional Officers Association
APEA.....	Alaska Public Employees Association
ASEA.....	Alaska State Employees Association
AVTECTA.....	Alaska Vocational Technical Center Teachers' Association
CEA.....	Confidential Employees Association
IBU.....	Inlandboatmen's Union of the Pacific
LTC.....	Labor, Trades, and Crafts
MEBA.....	Marine Engineers Beneficial Association
MMP.....	Masters, Mates, and Pilots
PSEA (AA).....	Public Safety Employees Association (Troopers, Court Service Officers, Deputy Fire Marshalls)
PSEA (AP).....	Public Safety Employees Association (Airport Police and Fire Officers)
TEAME.....	Teachers Education Associations at Mt. Edgecumbe



Important Definitions

COLA.....	Cost of Living Adjustment
Steps.....	Steps A-F/G, awarded every year
Pay Increments.....	Step J and above awarded every other year with acceptable or higher performance



Bargaining Update:

Inlandboatmen's Union of the Pacific:

- 0/1.5/1.5 COLA
- \$210 lump sum payment if enrolled in the Employee Only Economy Plan in January 2022
- \$570 lump sum payment if enrolled in the Employee Plus Family Economy Plan in January 2022
- Employees begin contributions to healthcare
- Length of Agreement: 2019-2022



AK Vocational Technical Center Teachers' Association:

- 0/1.5/1.5 COLA
- \$350 lump sum payment in July 2020
- Hours transferred from Union Hour Leave Bank
- Length of Agreement: 2019-2022



Bargaining Schedule and Detail

	Bargaining Unit	#of employees in 2019	% of Total
Currently Negotiating			
	Public Safety Employees Association	473	3.1%
	MEBA - Marine Engineers Beneficial Association	85	0.6%
	MMP - Masters, Mates and Pilots	82	0.6%
Fall 2020 Negotiations			
	ACOA - Alaska Correctional Officers Association	884	5.8%
	LTC - Public Employees, Local 71	1,629	10.7%
	APEA (SU) - Alaska Public Employees Association	2,124	14.0%

	Bargaining Unit	#of employees in 2019	% of Total
Fall 2021 Negotiations			
	Teachers' Education Assoc. of Mt. Edgecumbe	28	0.2%
	AVTECTA - AK Vocational Technical Center Teachers	30	0.2%
	ASEA - Alaska State Employees Association	8,042	52.9%
	CEA - Confidential Employees Association	207	1.4%
	IBU – Inlandboatmens' Union of the Pacific	440	2.9%
Non-Covered			
	Non-Covered - Exempt, Partially Exempt and Excluded	1,180	7.8%
	TOTAL EMPLOYEES	15,204	100%



Benefits

- Health Benefits:
 - Employee Premium contribution
- Health Trusts:
 - State of Alaska contributing at a rate which seeks balance
- Pension:
 - Defined benefit and defined contribution plans



State Contribution to Health Trust/ Health Insurance

Bargaining Unit	# of Employees	Health Insurance	Cost per Month per Employee		
			2019	2020	2021
Non-Covered	1,180	AlaskaCare	\$1,555	\$1,555	
ACOA	884	AlaskaCare	\$1,555	\$1,555	\$1,555
APEA	2,124	AlaskaCare	\$1,555	\$1,555	\$1,555
ASEA	8,042	GGU Health Trust	\$1,530	\$1,555	\$1,555
AVTECTA	30	AlaskaCare	\$1,555	\$1,555	\$1,555
CEA	207	AlaskaCare	\$1,555	\$1,555	\$1,555
IBU	440	AlaskaCare	\$1,555	\$1,555	\$1,555
LTC	1,629	LTC Health Trust	\$1,530	\$1,555	
MEBA	85	AlaskaCare	\$1,555	\$1,555	
MMP	82	MMP Health Trust	\$1,346		
PSEA	473	PSEA Health Trust	\$1,555		
TEAME	28	AlaskaCare	\$1,555	\$1,555	\$1,555

Please note the effective date for any cost increase for AlaskaCare is January 1 and for the Health Trusts is July 1. For AlaskaCare cost increases are based on an actuary report published in July each year.



Employee Counts

Employee Counts (Executive Branch)				
	Fulltime	Part-time	Non-Perms	Total
2017	14,598	197	649	15,444
2018	14,392	199	674	15,265
2019	14,477	191	800	15,468
2020	14,262	169	738	15,169



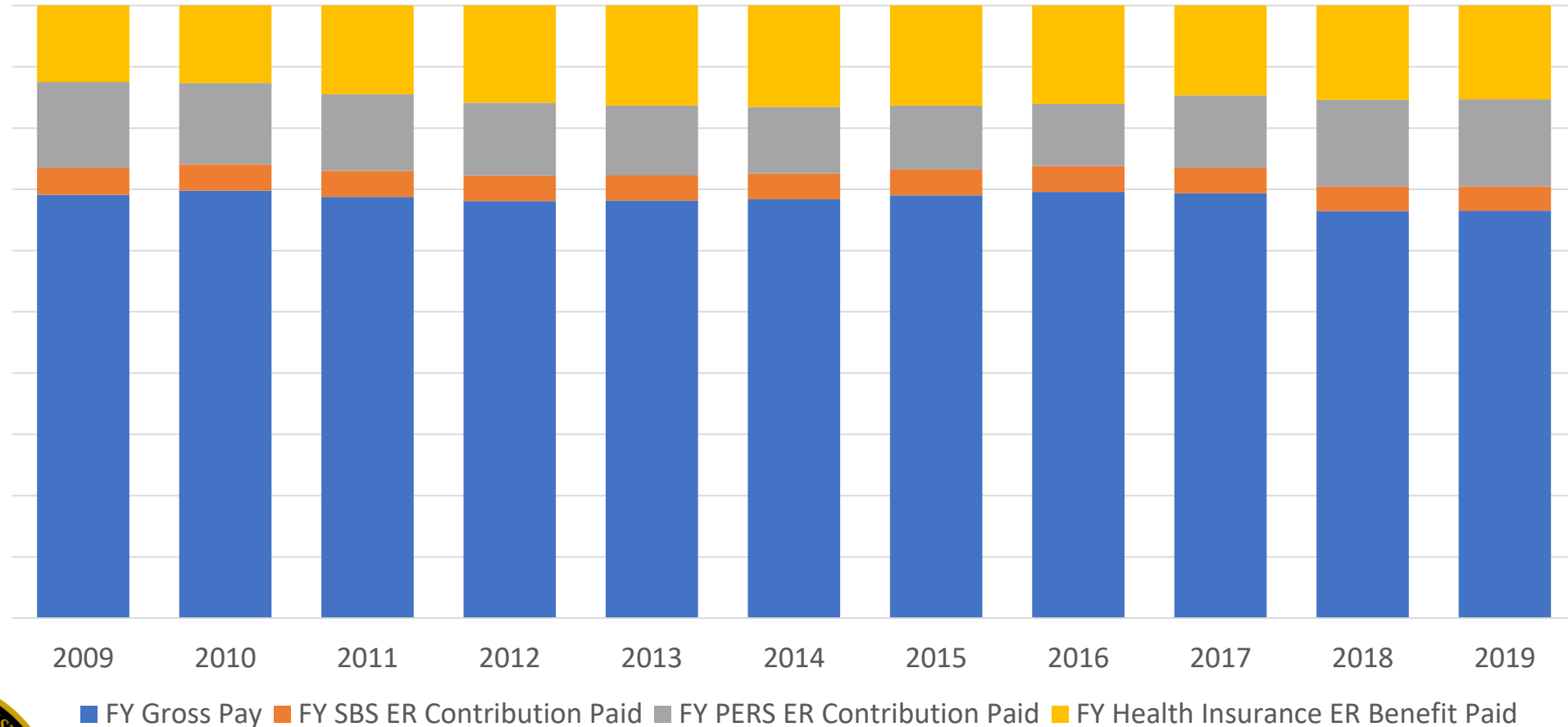
FY2019 All Bargaining Units Comparison

BU	Permanent Full-Time Employees	COLA	Steps	Pay Increments	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
ACOA	884	0.00%	3.50%	3.75%	\$8,956,161	834	\$10,738.80	\$70,545,710	\$79,803	\$4,279,168	\$4,841	\$15,296,808	\$17,304	\$15,294,280	\$17,301	\$105,415,966	\$119,249	2.24%	1.40%
APEA	2099	0.00%	3.50%	3.25%	\$1,185,902	257	\$4,614.40	\$197,873,261	\$94,270	\$11,886,047	\$5,663	\$42,144,614	\$20,078	\$38,258,213	\$18,227	\$290,162,135	\$138,238	4.94%	1.40%
ASEA	6719	0.00%	3.50%	3.25%	\$17,762,879	3318	\$5,353.49	\$401,362,229	\$59,735	\$24,470,570	\$3,642	\$86,569,507	\$12,884	\$104,221,363	\$15,511	\$616,623,669	\$91,773	0.91%	1.40%
AVTECTA	28	0.00%	N/A	N/A	N/A	0	\$0.00	\$2,221,403	\$79,336	\$118,959	\$4,249	\$455,192	\$16,257	\$522,829	\$18,672	\$3,318,383	\$118,514	0.11%	1.40%
CEA	195	0.00%	3.50%	3.25%	\$76,048	68	\$1,118.36	\$11,884,291	\$60,945	\$729,206	\$3,740	\$2,529,093	\$12,970	\$3,284,625	\$16,844	\$18,427,215	\$94,499	-1.37%	1.40%
IBU	440	0.00%	N/A	N/A	\$4,606,463	420	\$10,967.77	\$28,466,053	\$64,696	\$1,732,675	\$3,938	\$5,930,343	\$13,478	\$6,588,092	\$14,973	\$42,717,163	\$97,084	-2.10%	1.40%
LTC	1282	0.00%	3.50%	3.75%	\$6,804,470	1143	\$5,953.17	\$81,188,147	\$63,329	\$4,957,321	\$3,867	\$17,404,288	\$13,576	\$21,379,410	\$16,677	\$124,929,166	\$97,449	3.58%	1.40%
MEBA	85	0.00%	N/A	N/A	\$451,425	71	\$6,358.09	\$9,277,651	\$109,149	\$531,653	\$6,255	\$1,027,235	\$12,085	\$1,235,498	\$14,535	\$12,072,037	\$142,024	-3.21%	1.40%
MMP	82	0.00%	N/A	N/A	\$985,153	81	\$12,162.38	\$9,917,731	\$120,948	\$572,388	\$6,980	\$2,151,701	\$26,240	\$1,275,652	\$15,557	\$13,917,472	\$169,725	0.73%	1.40%
PSEA AA	382	0.00%	3.50%	3.75%	\$5,346,831	355	\$15,061.49	\$48,168,363	\$126,095	\$2,673,300	\$6,998	\$10,255,224	\$26,846	\$6,792,845	\$17,782	\$67,889,732	\$177,722	7.82%	1.40%
PSEA AP	79	0.00%	3.50%	3.75%	\$923,675	79	\$11,692.09	\$7,737,010	\$97,937	\$464,161	\$5,875	\$1,652,140	\$20,913	\$1,411,363	\$17,865	\$11,264,674	\$142,591	-0.41%	1.40%
TEAME	28	0.00%	N/A	N/A	N/A	0	\$0.00	\$2,103,662	\$75,131	\$0	\$0	\$243,213	\$8,686	\$510,389	\$18,228	\$2,857,263	\$102,045	1.40%	1.40%



All Bargaining Units Comparison: Wages and Health Insurance

Pay and benefits as a share of total compensation FY2009 – FY2019

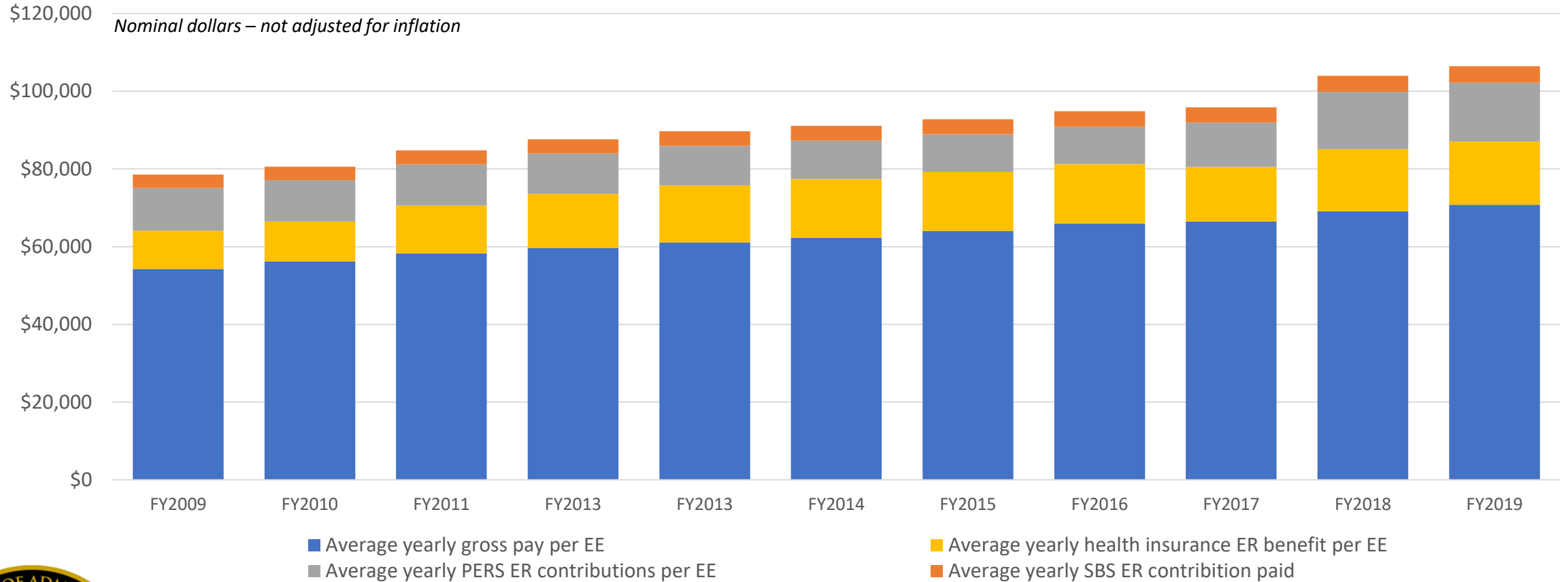


Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



All Bargaining Units Comparison: Wages and Health Insurance

Average employee pay and benefits FY2009 – FY2019

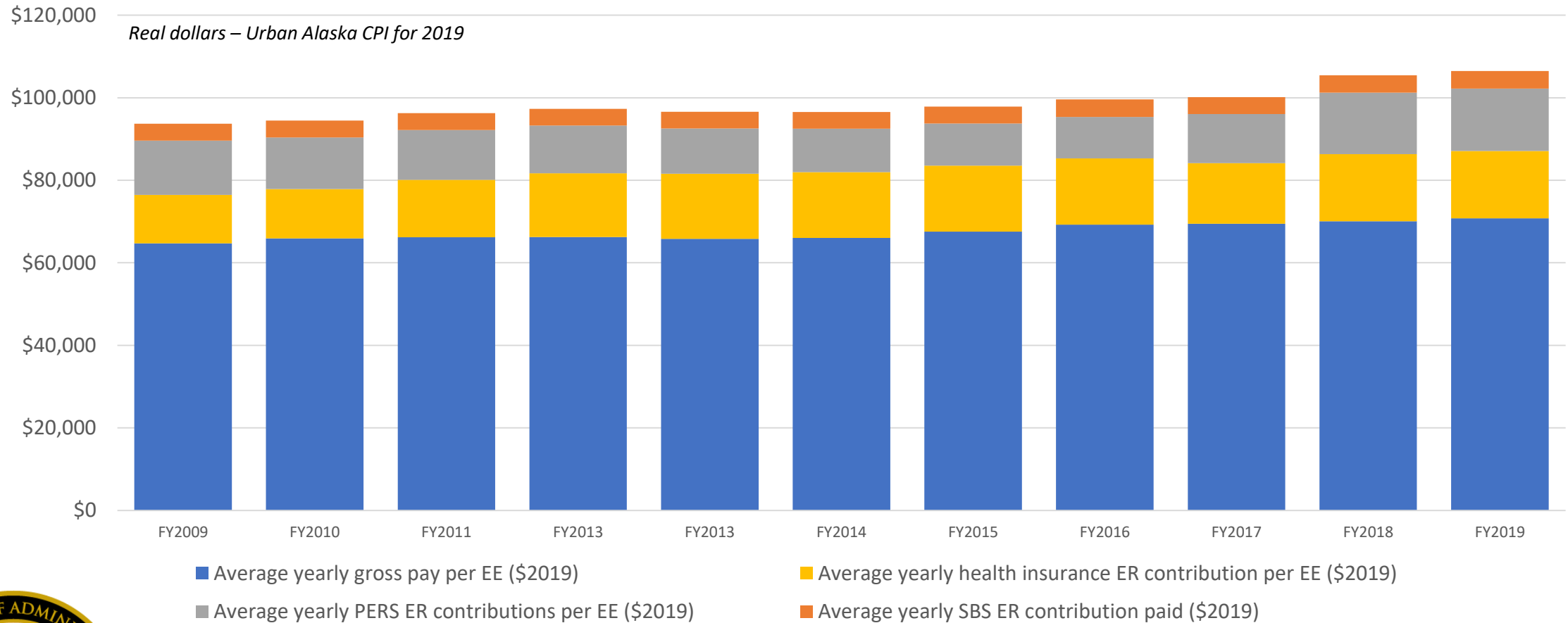


Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



All Bargaining Units Comparison: Wages and Health Insurance

Real Average employee pay and benefits (2019 dollars) FY2009 – FY2019



Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Alaska Correctional Officers Association

ACOA

Standard Workweek: 42 hours/week or 84 hours every two weeks; all Class 1

FY	Permanent Full-Time Employees ¹	COLA	Steps A-F ²	Pay Increments J+	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	769	3.00%	3.50%	3.75%	\$2,923,571	728	\$4,015.89	\$42,777,197	\$55,627	\$2,695,406	\$3,505	\$8,356,328	\$10,866	\$7,412,458	\$9,639	\$61,241,388	\$79,638		1.20%
2010	761	3.00%	3.50%	3.75%	\$2,616,831	731	\$3,579.80	\$43,973,002	\$57,783	\$2,779,959	\$3,653	\$8,200,329	\$10,776	\$7,698,944	\$10,117	\$62,652,234	\$82,329	3.38%	1.80%
2011	779	3.00%	3.50%	3.75%	\$3,942,933	739	\$5,335.50	\$51,164,308	\$65,679	\$3,296,096	\$4,231	\$9,438,882	\$12,117	\$9,619,748	\$12,349	\$73,519,034	\$94,376	14.63%	3.20%
2012	777	3.00%	3.50%	3.75%	\$3,619,743	743	\$4,871.79	\$52,348,130	\$67,372	\$3,240,210	\$4,170	\$8,963,957	\$11,537	\$11,000,984	\$14,158	\$75,553,281	\$97,237	3.03%	2.20%
2013	885	2.00%	3.50%	3.75%	\$3,978,605	840	\$4,736.43	\$54,138,695	\$61,174	\$3,366,620	\$3,804	\$8,731,017	\$9,866	\$11,692,429	\$13,212	\$77,928,760	\$88,055	-9.44%	3.10%
2014	945	2.00%	3.50%	3.75%	\$4,008,004	906	\$4,423.85	\$59,145,887	\$62,588	\$3,707,085	\$3,923	\$8,684,498	\$9,190	\$14,163,605	\$14,988	\$85,701,075	\$90,689	2.99%	1.60%
2015	942	2.00%	3.50%	3.75%	\$3,482,587	906	\$3,843.91	\$60,820,628	\$64,565	\$3,880,316	\$4,119	\$8,423,712	\$8,942	\$14,565,573	\$15,462	\$87,690,230	\$93,089	2.65%	0.50%
2016	949	1.00%	3.50%	3.75%	\$3,830,804	908	\$4,218.95	\$64,895,624	\$68,383	\$4,164,610	\$4,388	\$8,557,639	\$9,018	\$14,512,842	\$15,293	\$92,130,715	\$97,082	4.29%	0.40%
2017	902	1.00%	3.50%	3.75%	\$4,696,782	867	\$5,417.28	\$64,613,522	\$71,634	\$3,917,155	\$4,343	\$10,757,167	\$11,926	\$13,944,004	\$15,459	\$93,231,849	\$103,361	6.47%	0.50%
2018 [*]	877	2.25%	3.50%	3.75%	\$6,981,713	792	\$8,815.29	\$68,282,408	\$77,859	\$4,161,943	\$4,746	\$14,732,381	\$16,799	\$15,116,987	\$17,237	\$102,293,719	\$116,641	12.85%	3.00%
2019	884	0.00%	3.50%	3.75%	\$8,956,161	834	\$10,738.80	\$70,545,710	\$79,803	\$4,279,168	\$4,841	\$15,296,808	\$17,304	\$15,294,280	\$17,301	\$105,415,966	\$119,249	2.24%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Alaska Public Employees Association

APEA

Standard Workweek: Changed from 37.5 hours to 40 hours/week on 7/1/18

FY	Permanent Full-Time Employees ¹	COLA	Steps A-F ²	Pay Increments J+	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	2070	3.00%	3.50%	3.75%	\$488,809	201	\$2,431.89	\$145,724,372	\$70,398	\$9,233,415	\$4,461	\$32,417,147	\$15,660	\$21,091,484	\$10,189	\$208,466,418	\$100,708		1.20%
2010	2124	3.00%	3.50%	3.75%	\$672,347	217	\$3,098.37	\$155,829,981	\$73,366	\$9,489,129	\$4,468	\$32,788,075	\$15,437	\$22,727,360	\$10,700	\$220,834,544	\$103,971	3.24%	1.80%
2011	2126	2.00%	3.50%	3.75%	\$694,278	215	\$3,229.20	\$159,828,237	\$75,178	\$9,613,922	\$4,522	\$32,757,891	\$15,408	\$26,877,301	\$12,642	\$229,077,352	\$107,750	3.63%	3.20%
2012 ⁴	2218	2.00%	3.50%	3.75%	\$715,641	232	\$3,084.66	\$172,108,995	\$77,596	\$10,264,067	\$4,628	\$34,421,846	\$15,519	\$32,091,116	\$14,468	\$248,886,024	\$112,212	4.14%	2.20%
2013	2249	2.00%	3.50%	3.75%	\$672,763	253	\$2,659.14	\$181,502,130	\$80,703	\$10,773,987	\$4,791	\$34,858,522	\$15,500	\$34,579,611	\$15,376	\$261,714,250	\$116,369	3.70%	3.10%
2014	2246	1.00%	3.50%	3.75%	\$635,044	234	\$2,713.86	\$184,372,348	\$82,089	\$10,981,614	\$4,889	\$34,291,399	\$15,268	\$36,337,279	\$16,179	\$265,982,639	\$118,425	1.77%	1.60%
2015	2286	1.00%	3.50%	3.75%	\$874,723	247	\$3,541.39	\$191,726,563	\$83,870	\$11,161,800	\$4,883	\$33,766,289	\$14,771	\$35,720,232	\$15,626	\$272,374,883	\$119,149	0.61%	0.50%
2016	2172	2.50%	3.50%	3.25%	\$786,121	219	\$3,589.59	\$186,885,197	\$86,043	\$10,847,470	\$4,994	\$32,072,798	\$14,766	\$33,295,833	\$15,330	\$263,101,297	\$121,133	1.67%	0.40%
2017	2108	0.00%	3.50%	3.25%	\$855,096	237	\$3,608.00	\$180,799,491	\$85,768	\$10,349,906	\$4,910	\$33,338,395	\$15,815	\$32,067,815	\$15,212	\$256,555,608	\$121,706	0.47%	0.50%
2018 ⁵	2075	0.00%	3.50%	3.25%	\$955,784	221	\$4,324.81	\$185,311,294	\$89,307	\$11,146,940	\$5,372	\$39,246,647	\$18,914	\$37,630,745	\$18,135	\$273,335,626	\$131,728	8.23%	3.00%
2019	2099	0.00%	3.50%	3.25%	\$1,185,902	257	\$4,614.40	\$197,873,261	\$94,270	\$11,886,047	\$5,663	\$42,144,614	\$20,078	\$38,258,213	\$18,227	\$290,162,135	\$138,238	4.94%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Alaska State Employees Association

ASEA

Standard Workweek: 37.5 hours for Class 2 and 3; 40 hours for Class 1

FY	Permanent Full-Time Employees ¹	COLA	Steps A-G ²	Pay Increments J+	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	7126	3.00%	3.50%	3.75%	\$11,255,320	3553	\$3,167.84	\$340,320,373	\$47,758	\$21,890,179	\$3,072	\$68,570,135	\$9,623	\$70,852,740	\$9,943	\$501,633,427	\$70,395		1.20%
2010	7347	3.00%	3.50%	3.75%	\$12,563,942	3582	\$3,507.52	\$363,583,427	\$49,487	\$22,721,035	\$3,093	\$67,493,674	\$9,187	\$76,171,884	\$10,368	\$529,970,021	\$72,134	2.47%	1.80%
2011 ⁴	7292	1.00%	3.50%	3.75%	\$12,181,044	3380	\$3,603.86	\$368,466,255	\$50,530	\$22,865,311	\$3,136	\$65,063,105	\$8,923	\$90,255,086	\$12,377	\$546,649,757	\$74,966	3.93%	3.20%
2012 ⁵	7377	2.00%	3.50%	3.75%	\$11,161,173	3445	\$3,239.82	\$379,825,182	\$51,488	\$23,506,172	\$3,186	\$63,585,276	\$8,619	\$103,142,695	\$13,982	\$570,059,326	\$77,275	3.08%	2.20%
2013	7394	2.00%	3.50%	3.75%	\$13,101,619	3510	\$3,732.65	\$395,629,076	\$53,507	\$24,440,697	\$3,305	\$63,186,798	\$8,546	\$109,791,146	\$14,849	\$593,047,718	\$80,207	3.79%	3.10%
2014	7389	1.00%	3.50%	3.75%	\$14,200,028	3440	\$4,127.92	\$404,242,118	\$54,709	\$25,035,405	\$3,388	\$61,507,072	\$8,324	\$110,175,548	\$14,911	\$600,960,143	\$81,332	1.40%	1.60%
2015	7234	1.00%	3.50%	3.75%	\$15,445,056	3470	\$4,451.02	\$404,887,804	\$55,970	\$24,879,459	\$3,439	\$57,765,054	\$7,985	\$108,882,510	\$15,051	\$596,414,827	\$82,446	1.37%	0.50%
2016	6946	2.50%	3.50%	3.25%	\$13,838,496	3249	\$4,259.31	\$402,974,281	\$58,015	\$24,835,920	\$3,576	\$54,997,295	\$7,918	\$106,014,290	\$15,263	\$588,821,787	\$84,771	2.82%	0.40%
2017	6740	0.00%	3.50%	3.25%	\$13,797,603	3035	\$4,546.16	\$389,448,268	\$57,782	\$23,208,421	\$3,443	\$66,226,853	\$9,826	\$90,870,836	\$13,482	\$569,754,378	\$84,533	-0.28%	0.50%
2018 ⁶	6704	0.00%	3.50%	3.25%	\$15,476,275	3176	\$4,872.88	\$398,220,313	\$59,400	\$24,304,938	\$3,625	\$86,001,962	\$12,828	\$101,186,539	\$15,093	\$609,713,752	\$90,948	7.59%	3.00%
2019	6719	0.00%	3.50%	3.25%	\$17,762,879	3318	\$5,353.49	\$401,362,229	\$59,735	\$24,470,570	\$3,642	\$86,569,507	\$12,884	\$104,221,363	\$15,511	\$616,623,669	\$91,773	0.91%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Alaska Vocational Technical Center Teachers' Association

AVTECTA

Standard Workweek: 7.5 hour day, 5 day week

FY	Permanent Full-Time Employees ¹	COLA	Steps 1-18 ²	Pay Increments	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid ⁵	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	37	3.00%	N/A	N/A	N/A	0	\$0.00	\$2,149,309	\$58,089	\$60,101	\$1,624	\$305,044	\$8,244	\$338,130	\$9,139	\$2,852,584	\$77,097		1.20%
2010	38	2.50%	N/A	N/A	N/A	0	\$0.00	\$2,515,687	\$66,202	\$80,635	\$2,122	\$371,418	\$9,774	\$412,230	\$10,848	\$3,379,970	\$88,947	15.37%	1.80%
2011	41	2.50%	N/A	N/A	N/A	0	\$0.00	\$2,804,488	\$68,402	\$101,590	\$2,478	\$408,927	\$9,974	\$500,554	\$12,209	\$3,815,559	\$93,062	4.63%	3.20%
2012	41	2.00%	N/A	N/A	N/A	0	\$0.00	\$2,959,092	\$72,173	\$111,855	\$2,728	\$416,396	\$10,156	\$591,421	\$14,425	\$4,078,764	\$99,482	6.90%	2.20%
2013	39	2.00%	N/A	N/A	N/A	0	\$0.00	\$2,878,319	\$73,803	\$121,400	\$3,113	\$382,395	\$9,805	\$611,800	\$15,687	\$3,993,914	\$102,408	2.94%	3.10%
2014	32	1.00%	N/A	N/A	N/A	0	\$0.00	\$2,419,911	\$75,622	\$105,767	\$3,305	\$310,552	\$9,705	\$494,484	\$15,453	\$3,330,713	\$104,085	1.64%	1.60%
2015	30	1.00%	N/A	N/A	N/A	0	\$0.00	\$2,337,716	\$77,924	\$109,737	\$3,658	\$276,507	\$9,217	\$466,176	\$15,539	\$3,190,136	\$106,338	2.16%	0.50%
2016	29	1.00%	N/A	N/A	N/A	0	\$0.00	\$2,258,726	\$77,887	\$109,620	\$3,780	\$281,945	\$9,722	\$453,602	\$15,641	\$3,103,893	\$107,031	0.65%	0.40%
2017	26	1.00%	N/A	N/A	N/A	0	\$0.00	\$2,062,432	\$79,324	\$95,526	\$3,674	\$317,096	\$12,196	\$417,687	\$16,065	\$2,892,742	\$111,259	3.95%	0.50%
2018 ⁴	28	0.00%	N/A	N/A	N/A	0	\$0.00	\$2,252,973	\$80,463	\$112,858	\$4,031	\$442,851	\$15,816	\$506,055	\$18,073	\$3,314,737	\$118,383	6.40%	3.00%
2019	28	0.00%	N/A	N/A	N/A	0	\$0.00	\$2,221,403	\$79,336	\$118,959	\$4,249	\$455,192	\$16,257	\$522,829	\$18,672	\$3,318,383	\$118,514	0.11%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison Confidential Employees Association

CEA

Standard Workweek: Changed from 37.5 hours to 40 hours/week on 7/1/19

FY	Permanent Full-Time Employees ¹	COLA	Steps A-F ²	Pay Increments J+	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	178	3.00%	3.50%	3.75%	\$107,696	61	\$1,765.51	\$8,411,321	\$47,255	\$523,688	\$2,942	\$1,689,047	\$9,489	\$1,746,659	\$9,813	\$12,370,716	\$69,498		1.20%
2010	191	3.00%	3.50%	3.75%	\$99,865	70	\$1,426.64	\$8,939,515	\$46,804	\$556,156	\$2,912	\$1,710,542	\$8,956	\$1,879,439	\$9,840	\$13,085,652	\$68,511	-1.42%	1.80%
2011 ⁴	186	2.00%	3.50%	3.75%	\$65,020	69	\$942.32	\$9,201,813	\$49,472	\$570,860	\$3,069	\$1,717,820	\$9,236	\$2,231,162	\$11,995	\$13,721,655	\$73,772	7.68%	3.20%
2012 ⁵	192	2.00%	3.50%	3.75%	\$56,407	59	\$956.05	\$9,788,577	\$50,982	\$609,532	\$3,175	\$1,694,360	\$8,825	\$2,650,419	\$13,804	\$14,742,888	\$76,786	4.08%	2.20%
2013	186	2.00%	3.50%	3.75%	\$44,146	65	\$679.17	\$9,908,850	\$53,273	\$618,411	\$3,325	\$1,637,144	\$8,802	\$2,756,360	\$14,819	\$14,920,766	\$80,219	4.47%	3.10%
2014	187	1.00%	3.50%	3.75%	\$80,100	67	\$1,195.53	\$10,055,902	\$53,775	\$628,374	\$3,360	\$1,539,898	\$8,235	\$2,842,265	\$15,199	\$15,066,439	\$80,569	0.44%	1.60%
2015	183	1.00%	3.50%	3.75%	\$73,071	58	\$1,259.84	\$10,397,899	\$56,819	\$650,403	\$3,554	\$1,572,043	\$8,590	\$2,871,239	\$15,690	\$15,491,585	\$84,653	5.07%	0.50%
2016	176	2.50%	3.50%	3.25%	\$64,402	49	\$1,314.33	\$10,214,871	\$58,039	\$638,506	\$3,628	\$1,470,560	\$8,355	\$2,688,594	\$15,276	\$15,012,531	\$85,298	0.76%	0.40%
2017	170	0.00%	3.50%	3.25%	\$61,705	67	\$920.97	\$10,099,645	\$59,410	\$610,845	\$3,593	\$1,770,939	\$10,417	\$2,530,323	\$14,884	\$15,011,752	\$88,304	3.52%	0.50%
2018 ⁶	184	0.00%	3.50%	3.25%	\$64,019	63	\$1,016.17	\$11,388,538	\$61,894	\$699,062	\$3,799	\$2,415,336	\$13,127	\$3,125,825	\$16,988	\$17,628,761	\$95,808	8.50%	3.00%
2019	195	0.00%	3.50%	3.25%	\$76,048	68	\$1,118.36	\$11,884,291	\$60,945	\$729,206	\$3,740	\$2,529,093	\$12,970	\$3,284,625	\$16,844	\$18,427,215	\$94,499	-1.37%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Inlandboatmen's Union

IBU

Standard Workweek: 84 hours in 7 days

FY	Permanent Full-Time Employees ¹	COLA	Steps ²	Pay Increments	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	522	\$2137 Lump	N/A	N/A	\$2,803,348	501	\$5,595.51	\$22,456,750	\$43,021	\$1,420,261	\$2,721	\$4,623,749	\$8,858	\$3,806,554	\$7,292	\$32,307,314	\$61,891		1.20%
2010	635	5.00%	N/A	N/A	\$4,139,603	609	\$6,797.38	\$29,292,493	\$46,130	\$1,918,389	\$3,021	\$5,920,581	\$9,324	\$4,985,096	\$7,851	\$42,116,560	\$66,325	7.16%	1.80%
2011	647	4.00%	N/A	N/A	\$4,282,038	624	\$6,862.24	\$31,065,421	\$48,015	\$1,952,615	\$3,018	\$5,861,505	\$9,060	\$6,046,379	\$9,345	\$44,925,920	\$69,437	4.69%	3.20%
2012	659	2.00%	N/A	N/A	\$4,370,914	624	\$7,004.67	\$32,994,878	\$50,068	\$2,092,039	\$3,175	\$5,926,867	\$8,994	\$7,236,764	\$10,981	\$48,250,548	\$73,218	5.44%	2.20%
2013	669	2.00%	N/A	N/A	\$4,224,237	634	\$6,662.83	\$33,837,149	\$50,579	\$2,158,605	\$3,227	\$5,815,578	\$8,693	\$7,804,668	\$11,666	\$49,616,000	\$74,164	1.29%	3.10%
2014	623	1.00%	N/A	N/A	\$3,996,291	582	\$6,866.48	\$31,852,637	\$51,128	\$2,046,354	\$3,285	\$5,423,514	\$8,705	\$7,714,919	\$12,383	\$47,037,424	\$75,501	1.80%	1.60%
2015	565	0.00%	N/A	N/A	\$4,393,019	557	\$7,886.93	\$31,410,936	\$55,595	\$2,011,798	\$3,561	\$5,045,579	\$8,930	\$7,220,352	\$12,779	\$45,688,665	\$80,865	7.10%	0.50%
2016	506	1.00%	N/A	N/A	\$4,359,030	499	\$8,735.53	\$29,891,611	\$59,074	\$1,910,846	\$3,776	\$4,712,602	\$9,313	\$6,472,914	\$12,792	\$42,987,973	\$84,956	5.06%	0.40%
2017	436	2.00%	N/A	N/A	\$3,889,826	433	\$8,983.43	\$27,621,781	\$63,353	\$1,661,457	\$3,811	\$4,770,898	\$10,942	\$5,754,659	\$13,199	\$39,808,794	\$91,305	7.47%	0.50%
2018 ⁴	430	0.00%	N/A	N/A	\$4,110,225	424	\$9,693.93	\$28,260,253	\$65,722	\$1,722,934	\$4,007	\$5,906,773	\$13,737	\$6,751,128	\$15,700	\$42,641,088	\$99,165	8.61%	3.00%
2019	440	0.00%	N/A	N/A	\$4,606,463	420	\$10,967.77	\$28,466,053	\$64,696	\$1,732,675	\$3,938	\$5,930,343	\$13,478	\$6,588,092	\$14,973	\$42,717,163	\$97,084	-2.10%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison Labor, Trades, and Crafts

LTC

Standard Workweek: Changed from 37.5 hours to 40 hours/week on 10/1/2018

FY	Permanent Full-Time Employees ¹	COLA	Steps A-F ²	Pay Increments J+	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	1306	See note ⁴	3.50%	3.75%	\$5,238,650	1164	\$4,500.56	\$71,411,313	\$54,679	\$4,501,238	\$3,447	\$14,197,441	\$10,871	\$12,892,812	\$9,872	\$103,002,803	\$78,869		1.20%
2010	1366	See note ⁵	3.50%	3.75%	\$4,956,187	1193	\$4,154.39	\$72,578,475	\$53,132	\$4,575,389	\$3,349	\$13,902,278	\$10,177	\$13,267,224	\$9,712	\$104,323,367	\$76,371	-3.17%	1.80%
2011	1354	2.5% ⁶	3.50%	3.75%	\$5,655,175	1214	\$4,658.30	\$75,709,248	\$55,915	\$4,861,749	\$3,591	\$13,844,728	\$10,225	\$16,827,656	\$12,428	\$111,243,380	\$82,159	7.58%	3.20%
2012	1349	2.50%	3.50%	3.75%	\$6,834,826	1221	\$5,597.73	\$76,124,493	\$56,430	\$4,781,680	\$3,545	\$13,426,555	\$9,953	\$18,748,869	\$13,898	\$113,081,598	\$83,826	2.03%	2.20%
2013	1360	2.00%	3.50%	3.75%	\$6,831,101	1241	\$5,504.51	\$77,093,275	\$56,686	\$4,826,445	\$3,549	\$12,770,476	\$9,390	\$19,891,608	\$14,626	\$114,581,803	\$84,251	0.51%	3.10%
2014	1373	1.00%	3.50%	3.75%	\$7,167,609	1254	\$5,715.80	\$78,136,511	\$56,909	\$4,885,353	\$3,558	\$12,260,927	\$8,930	\$20,862,558	\$15,195	\$116,145,349	\$84,592	0.40%	1.60%
2015	1353	1.00%	3.50%	3.75%	\$6,461,468	1212	\$5,331.24	\$78,688,753	\$58,159	\$4,937,945	\$3,650	\$11,855,434	\$8,762	\$21,049,557	\$15,558	\$116,531,690	\$86,128	1.82%	0.50%
2016	1310	0.00%	3.50%	3.75%	\$5,235,021	1163	\$4,501.31	\$76,594,644	\$58,469	\$4,821,954	\$3,681	\$11,079,459	\$8,458	\$20,658,783	\$15,770	\$113,154,840	\$86,378	0.29%	0.40%
2017	1305	0.00%	3.50%	3.75%	\$6,220,175	1149	\$5,413.55	\$78,185,331	\$59,912	\$4,677,739	\$3,584	\$13,334,932	\$10,218	\$18,401,805	\$14,101	\$114,599,807	\$87,816	1.67%	0.50%
2018 ⁷	1287	0.00%	3.50%	3.75%	\$6,906,657	1106	\$6,244.72	\$78,957,116	\$61,350	\$4,810,272	\$3,738	\$16,855,950	\$13,097	\$20,452,937	\$15,892	\$121,076,276	\$94,076	7.13%	3.00%
2019	1282	0.00%	3.50%	3.75%	\$6,804,470	1143	\$5,953.17	\$81,188,147	\$63,329	\$4,957,321	\$3,867	\$17,404,288	\$13,576	\$21,379,410	\$16,677	\$124,929,166	\$97,449	3.58%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Marine Engineers Beneficial Association

MEBA

Standard Workweek: 168 hour assignment

FY	Permanent Full-Time Employees ¹	COLA	Steps ²	Pay Increments	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid ⁵	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	64	\$2381 Lump	N/A	N/A	\$393,067	62	\$6,339.78	\$6,025,279	\$94,145	\$332,233	\$5,191	\$0	\$0	\$531,439	\$8,304	\$6,888,951	\$107,640		1.20%
2010	101	5.00%	N/A	N/A	\$808,858	99	\$8,170.28	\$10,444,901	\$103,415	\$611,300	\$6,052	\$0	\$0	\$1,018,054	\$10,080	\$12,074,254	\$119,547	11.06%	1.80%
2011	102	4.00%	N/A	N/A	\$876,262	97	\$9,033.62	\$10,948,747	\$107,341	\$618,923	\$6,068	\$0	\$0	\$1,224,178	\$12,002	\$12,791,848	\$125,410	4.90%	3.20%
2012	107	0.00%	N/A	N/A	\$951,560	104	\$9,149.61	\$11,102,444	\$103,761	\$619,601	\$5,791	\$0	\$0	\$1,347,480	\$12,593	\$13,069,526	\$122,145	-2.60%	2.20%
2013	107	0.00%	N/A	N/A	\$930,689	102	\$9,124.40	\$10,041,963	\$93,850	\$570,795	\$5,335	\$0	\$0	\$1,444,380	\$13,499	\$12,057,138	\$112,684	-7.75%	3.10%
2014	105	0.00%	N/A	N/A	\$1,177,393	103	\$11,431.00	\$10,396,480	\$99,014	\$601,809	\$5,732	\$0	\$0	\$1,525,122	\$14,525	\$12,523,411	\$119,271	5.85%	1.60%
2015	103	0.00%	N/A	N/A	\$1,014,066	98	\$10,347.61	\$9,924,777	\$96,357	\$589,474	\$5,723	\$0	\$0	\$1,452,303	\$14,100	\$11,966,554	\$116,180	-2.59%	0.50%
2016	88	1.00%	N/A	N/A	\$788,021	87	\$9,057.72	\$8,939,151	\$101,581	\$547,861	\$6,226	\$0	\$0	\$1,326,646	\$15,076	\$10,813,659	\$122,882	5.77%	0.40%
2017	90	2.00%	N/A	N/A	\$683,581	83	\$8,235.92	\$9,674,425	\$107,494	\$546,251	\$6,069	\$0	\$0	\$1,211,298	\$13,459	\$11,431,973	\$127,022	3.37%	0.50%
2018 ⁴	86	0.00%	N/A	N/A	\$498,955	76	\$6,565.19	\$9,634,620	\$112,030	\$551,934	\$6,418	\$1,077,416	\$12,528	\$1,355,289	\$15,759	\$12,619,260	\$146,736	15.52%	3.00%
2019	85	0.00%	N/A	N/A	\$451,425	71	\$6,358.09	\$9,277,651	\$109,149	\$531,653	\$6,255	\$1,027,235	\$12,085	\$1,235,498	\$14,535	\$12,072,037	\$142,024	-3.21%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison Masters, Mates, and Pilots

MMP

Standard Workweek: 168 hour assignment

FY	Permanent Full-Time Employees ¹	COLA	Steps ²	Pay Increments	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	72	\$2381 Lump	N/A	N/A	\$498,872	70	\$7,126.74	\$6,810,650	\$94,592	\$389,794	\$5,414	\$1,338,267	\$18,587	\$663,797	\$9,219	\$9,202,508	\$127,813		1.20%
2010	98	5.00%	N/A	N/A	\$857,793	97	\$8,843.23	\$10,338,737	\$105,497	\$608,334	\$6,207	\$2,163,503	\$22,077	\$1,034,715	\$10,558	\$14,145,290	\$144,340	12.93%	1.80%
2011	100	4.00%	N/A	N/A	\$773,789	98	\$7,895.81	\$10,662,929	\$106,629	\$601,986	\$6,020	\$2,196,380	\$21,964	\$1,224,000	\$12,240	\$14,685,295	\$146,853	1.74%	3.20%
2012	98	0.00%	N/A	N/A	\$976,323	96	\$10,170.03	\$10,977,296	\$112,013	\$616,922	\$6,295	\$2,177,181	\$22,216	\$1,313,525	\$13,403	\$15,084,925	\$153,928	4.82%	2.20%
2013	98	0.00%	N/A	N/A	\$1,265,646	96	\$13,183.81	\$11,173,286	\$114,013	\$620,965	\$6,336	\$2,139,424	\$21,831	\$1,367,138	\$13,950	\$15,300,813	\$156,131	1.43%	3.10%
2014	98	0.00%	N/A	N/A	\$1,090,702	94	\$11,603.21	\$10,605,132	\$108,216	\$571,776	\$5,834	\$1,978,390	\$20,188	\$1,404,156	\$14,328	\$14,559,454	\$148,566	-4.85%	1.60%
2015	96	0.00%	N/A	N/A	\$1,438,282	94	\$15,300.87	\$10,958,757	\$114,154	\$620,342	\$6,462	\$1,960,043	\$20,417	\$1,506,477	\$15,692	\$15,045,618	\$156,725	5.49%	0.50%
2016	90	1.00%	N/A	N/A	\$1,234,586	89	\$13,871.76	\$10,651,316	\$118,348	\$614,487	\$6,828	\$1,822,234	\$20,247	\$1,399,915	\$15,555	\$14,487,953	\$160,977	2.71%	0.40%
2017	92	2.00%	N/A	N/A	\$1,151,900	90	\$12,798.88	\$10,575,318	\$114,949	\$573,908	\$6,238	\$1,950,657	\$21,203	\$1,300,971	\$14,141	\$14,400,853	\$156,531	-2.76%	0.50%
2018 ⁴	86	0.00%	N/A	N/A	\$1,053,105	82	\$12,842.74	\$10,401,301	\$120,945	\$589,607	\$6,856	\$2,172,282	\$25,259	\$1,327,664	\$15,438	\$14,490,853	\$168,498	7.65%	3.00%
2019	82	0.00%	N/A	N/A	\$985,153	81	\$12,162.38	\$9,917,731	\$120,948	\$572,388	\$6,980	\$2,151,701	\$26,240	\$1,275,652	\$15,557	\$13,917,472	\$169,725	0.73%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Public Safety Employees Association (PSEA-AA)

PSEA - AA

Standard Workweek: 40 hours

FY	Permanent Full-Time Employees ¹	COLA	Steps A-F ²	Pay Increments J - R	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	394	5.00%	3.50%	3.75%	\$3,935,662	366	\$10,753.18	\$33,224,285	\$84,326	\$2,001,100	\$5,079	\$6,601,274	\$16,755	\$3,861,470	\$9,801	\$45,688,130	\$115,960		1.20%
2010	403	3.00%	3.50%	3.75%	\$4,455,471	387	\$11,512.84	\$35,897,232	\$89,075	\$2,124,969	\$5,273	\$6,798,894	\$16,871	\$4,199,554	\$10,421	\$49,020,648	\$121,639	4.90%	1.80%
2011	403	3.00%	3.50%	3.75%	\$4,863,507	391	\$12,438.64	\$38,329,697	\$95,111	\$2,238,266	\$5,554	\$6,915,439	\$17,160	\$5,104,104	\$12,665	\$52,587,506	\$130,490	7.28%	3.20%
2012	404	2.00%	3.50%	3.75%	\$4,555,144	388	\$11,740.06	\$39,378,555	\$97,472	\$2,245,971	\$5,559	\$6,927,122	\$17,146	\$5,876,174	\$14,545	\$54,427,823	\$134,722	3.24%	2.20%
2013	418	2.00%	3.50%	3.75%	\$4,634,375	397	\$11,673.49	\$41,672,008	\$99,694	\$2,367,429	\$5,664	\$7,145,583	\$17,095	\$6,403,629	\$15,320	\$57,588,650	\$137,772	2.26%	3.10%
2014	424	1.00%	3.50%	3.75%	\$5,189,519	404	\$12,845.35	\$43,348,146	\$102,236	\$2,462,755	\$5,808	\$7,173,027	\$16,918	\$6,689,424	\$15,777	\$59,673,352	\$140,739	2.15%	1.60%
2015	409	1.00%	3.50%	3.75%	\$4,281,595	397	\$10,784.88	\$42,971,003	\$105,064	\$2,421,968	\$5,922	\$7,018,772	\$17,161	\$6,521,955	\$15,946	\$58,933,697	\$144,092	2.38%	0.50%
2016	391	1.00%	3.50%	3.75%	\$2,864,860	381	\$7,519.32	\$40,352,295	\$103,203	\$2,339,860	\$5,984	\$6,424,049	\$16,430	\$6,245,913	\$15,974	\$55,362,117	\$141,591	-1.74%	0.40%
2017	378	2.00%	3.50%	3.75%	\$3,118,578	360	\$8,662.72	\$39,892,525	\$105,536	\$2,248,853	\$5,949	\$7,110,250	\$18,810	\$5,436,429	\$14,382	\$54,688,057	\$144,677	2.18%	0.50%
2018 ⁴	375	6.00%	3.50%	3.75%	\$3,766,479	357	\$10,550.36	\$43,435,888	\$115,829	\$2,510,129	\$6,694	\$9,205,756	\$24,549	\$6,659,271	\$17,758	\$61,811,044	\$164,829	13.93%	3.00%
2019	382	0.00%	3.50%	3.75%	\$5,346,831	355	\$15,061.49	\$48,168,363	\$126,095	\$2,673,300	\$6,998	\$10,255,224	\$26,846	\$6,792,845	\$17,782	\$67,889,732	\$177,722	7.82%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Public Safety Employees Association (PSEA-AP)

PSEA - AP

Standard Workweek: 80 hours in a 14-day work period

FY	Permanent Full-Time Employees ¹	COLA	Steps A-F ²	Pay Increments J - R	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	87	5.00%	3.50%	3.75%	\$721,475	87	\$8,292.82	\$5,835,438	\$67,074	\$357,135	\$4,105	\$1,094,699	\$12,583	\$797,646	\$9,168	\$8,084,918	\$92,930		1.20%
2010	78	3.00%	3.50%	3.75%	\$410,045	78	\$5,256.99	\$5,773,363	\$74,017	\$355,249	\$4,554	\$1,029,586	\$13,200	\$839,930	\$10,768	\$7,998,128	\$102,540	10.34%	1.80%
2011	81	3.00%	3.50%	3.75%	\$548,973	80	\$6,862.17	\$6,294,266	\$77,707	\$386,871	\$4,776	\$1,130,449	\$13,956	\$1,051,822	\$12,985	\$8,863,408	\$109,425	6.71%	3.20%
2012	84	2.00%	3.50%	3.75%	\$711,139	83	\$8,567.94	\$6,233,190	\$74,205	\$383,156	\$4,561	\$1,056,459	\$12,577	\$1,097,500	\$13,065	\$8,770,306	\$104,408	-4.58%	2.20%
2013	78	2.00%	3.50%	3.75%	\$724,692	71	\$10,206.93	\$6,072,824	\$77,857	\$376,662	\$4,829	\$988,740	\$12,676	\$1,124,214	\$14,413	\$8,562,439	\$109,775	5.14%	3.10%
2014	79	1.00%	3.50%	3.75%	\$866,975	74	\$11,715.88	\$6,491,197	\$82,167	\$400,622	\$5,071	\$1,027,550	\$13,007	\$1,213,986	\$15,367	\$9,133,356	\$115,612	5.32%	1.60%
2015	71	1.00%	3.50%	3.75%	\$647,419	69	\$9,382.89	\$6,008,590	\$84,628	\$372,383	\$5,245	\$940,684	\$13,249	\$1,107,768	\$15,602	\$8,429,424	\$118,724	2.69%	0.50%
2016	75	1.00%	3.50%	3.75%	\$677,765	73	\$9,284.45	\$6,201,613	\$82,688	\$384,184	\$5,122	\$897,957	\$11,973	\$1,120,302	\$14,937	\$8,604,056	\$114,721	-3.37%	0.40%
2017	79	2.00%	3.50%	3.75%	\$707,714	78	\$9,073.26	\$6,788,151	\$85,926	\$402,818	\$5,099	\$1,162,015	\$14,709	\$1,110,003	\$14,051	\$9,462,987	\$119,785	4.41%	0.50%
2018 ⁴	73	6.00%	3.50%	3.75%	\$863,318	72	\$11,990.52	\$7,181,731	\$98,380	\$439,033	\$6,014	\$1,539,947	\$21,095	\$1,290,886	\$17,683	\$10,451,597	\$143,173	19.52%	3.00%
2019	79	0.00%	3.50%	3.75%	\$923,675	79	\$11,692.09	\$7,737,010	\$97,937	\$464,161	\$5,875	\$1,652,140	\$20,913	\$1,411,363	\$17,865	\$11,264,674	\$142,591	-0.41%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Bargaining Unit Comparison

Teachers Education Association at Mt. Edgecumbe

TEAME

Standard Workweek: 40 hours

FY	Permanent Full-Time Employees ¹	COLA	Steps A-F ²	Pay Increments J+	FY Overtime Pay	Count of Employees Paid Overtime	Average Yearly Overtime Pay Per Employee	FY Gross Pay	Average Yearly Gross Pay Per Employee ³	FY SBS ER Contribution Paid ⁵	Average Yearly SBS ER Contribution per Employee	FY PERS ER Contribution Paid	Average Yearly PERS ER Contribution per Employee	FY Health Insurance ER Benefit Paid	Average Yearly Health Insurance ER Benefit per Employee	FY Gross, SBS, PERS, & Health Insurance Total	Average Yearly Gross, SBS, PERS, & Health Insurance Total per Employee	Total Gross, SBS, PERS, & Health Insurance Change per Employee	CY Alaska CPI Change
2009	26	3.00%	N/A	N/A	N/A	0	\$0.00	\$1,603,821	\$61,685	\$0	\$0	\$174,564	\$6,714	\$268,015	\$10,308	\$2,046,400	\$78,708		1.20%
2010	27	See note ⁶	N/A	N/A	N/A	0	\$0.00	\$1,551,519	\$57,464	\$0	\$0	\$176,654	\$6,543	\$269,756	\$9,991	\$1,997,928	\$73,997	-5.98%	1.80%
2011	26	See note ⁷	N/A	N/A	N/A	0	\$0.00	\$1,556,182	\$59,853	\$0	\$0	\$163,689	\$6,296	\$298,112	\$11,466	\$2,017,983	\$77,615	4.89%	3.20%
2012	27	1.00%	N/A	N/A	N/A	0	\$0.00	\$1,742,488	\$64,537	\$0	\$0	\$188,644	\$6,987	\$386,250	\$14,306	\$2,317,382	\$85,829	10.58%	2.20%
2013	25	2.00%	N/A	N/A	N/A	0	\$0.00	\$1,705,460	\$68,218	\$0	\$0	\$177,510	\$7,100	\$379,050	\$15,162	\$2,262,020	\$90,481	5.42%	3.10%
2014	25	1.00%	N/A	N/A	N/A	0	\$0.00	\$1,637,828	\$65,513	\$0	\$0	\$170,955	\$6,838	\$398,643	\$15,946	\$2,207,426	\$88,297	-2.41%	1.60%
2015	26	1.00%	N/A	N/A	N/A	0	\$0.00	\$1,847,028	\$71,040	\$0	\$0	\$187,987	\$7,230	\$411,300	\$15,819	\$2,446,314	\$94,089	6.56%	0.50%
2016	27	0.00%	N/A	N/A	N/A	0	\$0.00	\$1,968,406	\$72,904	\$0	\$0	\$197,732	\$7,323	\$416,099	\$15,411	\$2,582,236	\$95,638	1.65%	0.40%
2017	30	0.00%	N/A	N/A	N/A	0	\$0.00	\$1,972,482	\$65,749	\$0	\$0	\$206,976	\$6,899	\$435,706	\$14,524	\$2,615,164	\$87,172	-8.85%	0.50%
2018 ⁴	27	0.00%	N/A	N/A	N/A	0	\$0.00	\$2,019,731	\$74,805	\$0	\$0	\$230,888	\$8,551	\$466,674	\$17,284	\$2,717,293	\$100,640	15.45%	3.00%
2019	28	0.00%	N/A	N/A	N/A	0	\$0.00	\$2,103,662	\$75,131	\$0	\$0	\$243,213	\$8,686	\$510,389	\$18,228	\$2,857,263	\$102,045	1.40%	1.40%

Note: The implementation of the IRIS HRM system on 1/1/2017 prevents uniform year-to-year comparisons between FY2017 and FY2018.



Department of Administration

Championing improvement in the State's performance and results.



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