



SENATOR JESSE KIEHL

SB 195

Pay Increases for Exempt Employees

Sponsor Statement

State employees who are not in a union traditionally get the same pay adjustments as the state's two largest unions, often delayed by a year or more. These adjustments have to be made in statute. The last change took effect in 2015 – these public servants have fallen behind, often earning significantly less than colleagues who have nearly identical job duties.

Recruitment and retention are big problems throughout state government. Updating these salaries starts to address a piece of that for exempt and partially exempt employees. These adjustments are even more important in the face of rising inflation.

SB 195 increases salaries for exempt and partially exempt employees by a total of 5% over the course of two years, to match the bargained salary increases from the last round of union negotiations. It applies to unrepresented workers in the executive, legislative, and judicial branches, as well as the University of Alaska.