

Alaska State Legislature

Legislative Affairs Agency

Office of the Executive Director


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MEMORANDUM

TO: Senator Elvi Gray-Jackson, Chair
Legislative Council

FROM: Jessica Geary 
Executive Director

DATE: April 13, 2023

SUBJECT: Proposal for a 40-Hour Workweek for Legislative Employees

As requested, this memo provides information for Legislative Council to consider a proposal to move legislative employees to a 40-hour workweek. The intent of this proposal is to recognize that the work necessary to support the Legislature requires overtime, a significant amount in many offices, for which legislative employees are ineligible to be compensated. Further, a tight labor market, coupled with a salary schedule for exempt employees that lags similar schedules, has made recruitment and retention challenging across all sectors of the Legislature.

Per AS 24.10.060(d), political staff are required to be available to work as many hours as may be required and are on duty every day of the session, and political staff are ineligible for compensatory time. Nonpartisan staff are eligible to accumulate up to 150 compensatory hours annually per Legislative Council policy, and in the last two calendar years, LAA employees, for instance, have worked more than 18,000 hours of overtime (>10,000 in 2021 and >8,000 in 2022). This level of overtime makes it difficult to use accumulated comp time hours, meet mandatory leave usage requirements, and accomplish interim duties; if there are special sessions, it's almost impossible.

Currently, there are 4,284 state employees on a 40-hour workweek schedule with another 1,005 employees set on a 42-hour workweek. Some of the bargaining unions set on a 40-hour workweek are the Supervisory and Confidential Employees Units; exempt/partially exempt employees are now tied to the Supervisory Unit for Cost of Living Adjustments (COLA). In Legislative Audit, 18 employees are already on a 40-hour workweek schedule.

Moving to a 40-hour workweek would ensure that legislative employees are compensated for the work they are required to perform and may provide a meaningful recruitment and retention tool.

Attached are the costs associated with enacting this proposal broken out by allocation.

Attachment

FY24 40-Hour Workweek Estimated Cost for Legislature

Appropriation Name	FY24 Budgeted Salary	40-Hour Workweek Cost Increase	Associated Benefits Cost Increase	Total Increase	Number of Positions	Description - Full Time & Permanent Postions
Legislative Audit	\$ 4,495,745.90	\$ 299,866.25	\$ 111,460.29	\$ 411,326.54	42	Div of Legislative Audit - Kris Curtis
Legislative Finance Fiscal Office	\$ 1,850,227.40	\$ 123,410.17	\$ 45,871.56	\$ 169,281.73	19	Legislative Finance Division & Finance Secretaries- Alexei Painter
House Finance	\$ 1,959,661.50	\$ 130,709.42	\$ 48,584.69	\$ 130,709.42	18	House Finance Committee Staff
Senate Finance	\$ 1,369,035.00	\$ 91,314.63	\$ 33,941.65	\$ 91,314.63	12	Senate Finance Committee Staff
Committee Expenses	\$ 314,406.80	\$ 20,970.93	\$ 7,794.89	\$ 20,970.93	4	Budget & Audit Committee Aides and Secretary
Budget & Audit RDU Grand Total:	\$ 9,989,076.60	\$ 666,271.40	\$ 247,653.08	\$ 823,603.25	95	
Administrative Services	\$ 5,708,531.00	\$ 380,759.02	\$ 141,528.13	\$ 522,287.15	94	ED's Office, Accounting, Personnel, Supply, Maintenance, Print Shop, LIO's
IT Services	\$ 2,075,208.80	\$ 138,416.43	\$ 51,449.39	\$ 189,865.82	24	Help Desk, Cybersecurity, Networking, Programming, CIO, Tech Services
Security Services	\$ 617,889.80	\$ 41,213.25	\$ 15,318.97	\$ 56,532.22	9	Legislative Security - 24/7/365
Council and Subcommittees	\$ 193,400.00	\$ 12,899.78	\$ 4,794.85	\$ 17,694.63	1	Legislative Council Committee Aide
Legal and Research Services	\$ 3,647,942.40	\$ 243,317.76	\$ 90,441.21	\$ 333,758.97	35	Attorneys, Research Analysts, Editors, Legal Front Office, Typists, Enrollers
Select Committees on Ethics	\$ 144,520.50	\$ 9,639.52	\$ 3,583.01	\$ 13,222.53	2	Ethics Administrator and Assistant
Office of Victims Rights	\$ 791,294.30	\$ 52,779.33	\$ 19,618.08	\$ 72,397.41	7	OVR attorneys and staff
Ombudsman	\$ 889,906.50	\$ 59,356.76	\$ 22,062.91	\$ 81,419.67	10	Ombudsman and staff
Legislative Operating Budget	\$ 9,746,100.00	\$ 650,064.87	*	\$ 650,064.87		Partisan Staff, Records Staff - Interim (8 months)
Session Expenses	\$ 8,945,900.00	\$ 596,691.53	*	\$ 596,691.53	215	Partisan Staff, Floor Staff, Lounge Staff, Records - Session (4 months), plus
Leg Council & Leg Op RDU Grand Total:	\$ 32,760,693.30	\$ 2,185,138.25	\$ 348,796.55	\$ 2,533,934.80	397	Chief Clerk, Senate Secretary (12 mos)
Legislature Grand Total	\$ 42,749,769.90	\$ 2,851,409.65	\$ 596,449.63	\$ 3,357,538.05	492	

*benefits are already included in FY24 budgeted salary