STATE OF ALASKA
OFFICE OF VICTIMS' RIGHTS

March 10, 2023

Senator Elvi Gray-Jackson
State Capitol, Room 30
Juneau, Alaska 99811
Sen.Elvi.Gray-Jackson@akleg.gov

RE: OVR Letter of Support for Senate Bill 81

Senator Gray-Jackson:

Thank you for introducing Senate Bill 81 (SB 81). The Alaska Office of Victims' Rights (OVR) supports this bill. As you know, SB 81 would remedy an oversight in House Bill 226 (HB 226) that passed last session. HB 226 provided 15% pay raises to attorneys who must practice law as part of their employment for the State of Alaska. Unfortunately, OVR attorneys were inadvertently not included in HB 226.

Without the fix proposed in SB 81, OVR attorneys would be the only attorneys for the State of Alaska who are paid 15% less than their colleagues. SB 81 would allow OVR to remain competitive to recruit and retain attorneys. Without SB 81, current state's attorneys would be unlikely to apply to work as an OVR attorney if it meant taking a 15% pay cut. Similarly, attorneys would be unlikely to apply to work at OVR when they could receive a 15% higher salary working in any other state's attorney position.

OVR attorneys need to have substantial prosecutorial experience before they join OVR. OVR attorneys must be familiar with all aspects of criminal prosecution. They are tasked to review police reports and criminal court files, respond to victim-related case motions, and provide independent analysis and advice and recommendations to crime victim clients, prosecutors, judges, and legislators. OVR attorneys work directly with prosecutors, law enforcement officers, and lay victim advocates when advocating for crime victims. OVR attorneys regularly advocate for victims throughout the entire State of Alaska. They handle the most serious and high-profile felony criminal prosecutions in our state – including homicides, sexual assaults involving adult and minor victims, felony property crimes, and felony thefts – as well as both felony and misdemeanor domestic violence crimes. OVR

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attorneys work zealously on criminal cases statewide to safeguard crime victims' constitutional rights under Article I, Section 24 of the Alaska Constitution, as well as the many statutory victims' rights set out in the Alaska Statutes.

OVR attorneys perform important advocacy and oversight functions in working with both state and municipal prosecutors. Accordingly, OVR attorneys pay should remain in parity with other government attorneys. Recently, the Municipality of Anchorage passed an ordinance to increase their municipal attorneys' salaries to fall in line with the state's attorneys' salary increase enacted by HB 226. *See attached* Anchorage Municipal Ordinance, AO 2023-9, dated February 7, 2023. Municipality of Anchorage attorneys and OVR attorneys are all based in Anchorage. OVR attorney salaries should remain competitive with both municipal and state attorney salaries.

Finally, during this session, the legislature is tasked with recruiting and appointing a new OVR executive director for a five-year term. To ensure interest and quality applicants, the pay scale for the OVR director should be in line with other state's attorneys who are in supervisory positions who might apply to be the next OVR director.

Very respectfully,

KJHansen

Katherine J. Hansen
Interim OVR Executive Director
katherine.hansen@akleg.gov
(907) 754-3460

cc: Senator Bert Stedman
Senator Lyman Hoffman
Senator Donald Olson

Municipal Clerk's Office
Approved
Date: February 7, 2023

Submitted by: Chair of the Assembly at the Request of the Mayor
Prepared by: Dept. of Human Resources
For reading: January 10, 2023

ANCHORAGE, ALASKA
AO No. 2023-9

AN ORDINANCE OF THE ANCHORAGE ASSEMBLY AMENDING ANCHORAGE MUNICIPAL CODE CHAPTER 3.30 PERSONNEL RULES TO CREATE AN EXECUTIVE ATTORNEY PAY PLAN.

WHEREAS, on November 22, 2022, the Anchorage Assembly adopted the 2023 General Government Operating Budget for the Municipality; and

WHEREAS, the 2023 General Government Operating Budget includes approximately $8.5 million for the Municipal Attorney's Office, a significant increase from the 2022 operating budget, with the specific objective of providing a raise for all Executive Attorneys in the Municipal Attorney's Office; and

WHEREAS, the Alaska Legislature recently passed House Bill 226, effective October 30, 2022, granting a 20% raise to all State attorneys; and

WHEREAS, the 20% raise for State attorneys has created untenable competition for the Municipality and has made it increasingly difficult both to retain attorneys at the Municipality and to hire new attorneys; and

WHEREAS, like the State attorneys, the Municipality's attorneys have experienced a stagnation in their salaries, especially as compared to the salaries of lawyers in the private sector; and

WHEREAS, the amendments proposed in this ordinance will conform the Personnel Rules to provide for a new Executive Attorney Pay Plan in accordance with this objective;

WHEREAS, in accordance with Anchorage Municipal Code, the proposed amendments have been reviewed by the Personnel Rules Committee; now, therefore,

THE ANCHORAGE ASSEMBLY ORDAINS:

Section 1. Anchorage Municipal Code section 3.30.022 is hereby amended to read as follows (*the remainder of the section is not affected and therefore not set out*):

Chapter 3.30 PERSONNEL RULES

*** *** ***

3.30.022 Content and applicability of classification plans.

*** *** ***

Public Safety positions in the Assistant Fire Chief, Fire Battalion Chief, EMS Battalion Chief, Battalion Chief, Police Lieutenant and Police Captain classifications shall be compensated on the Public Safety Pay Plan.

Executive Attorney positions in the Municipal Attorney, Deputy Municipal Attorney, Municipal Attorney II, and Municipal Attorney I classifications shall be compensated on the Executive Attorney Pay Plan.

Executive positions shall be classified and compensated as provided in rule 17.

(AO No. 79-195; AO No. 83-11(S); AO No. 94-117, §4, 7-26-94; AO No. 2016-53, §1, 7-4-16/9-12-16/1-1-17)

Section 2. Anchorage Municipal Code section 3.30.121 is hereby amended by adding the following subsection (*the remainder of the section is not affected and therefore not set out)*:

3.30.121 Pay Plan.

*** *** ***

G. The Executive Attorney Pay Plan is the compensation pay plan in which the employees in the classifications of Municipal Attorney, Deputy Municipal Attorney, Municipal Attorney II, and Municipal Attorney I are paid.

(AO No. 79-195; AO No. 2014-32(S), § 5, 2-25-14; AO No. 2016-53, § 1, 7-4-16/9-12-16/1-1-17)

Section 3. Notwithstanding AMC section 3.30.018, this ordinance shall not require review by the personnel rules committee prior to the public hearing for it.

Section 4. This ordinance shall be effective the first day of the first full pay period after passage by the Anchorage Assembly.

PASSED AND APPROVED by the Anchorage Assembly this 7th day of February, 2023.

Suzanne LaFrance
Chair

ATTEST:

Barbara A. Jones
Municipal Clerk

MUNICIPALITY OF ANCHORAGE

Assembly Memorandum

No. AM 32-2023

Meeting Date: January 10, 2023

From: MAYOR

Subject: AN ORDINANCE OF THE ANCHORAGE ASSEMBLY AMENDING ANCHORAGE MUNICIPAL CODE CHAPTER 3.30 PERSONNEL RULES TO CREATE AN EXECUTIVE ATTORNEY PAY PLAN.

On November 22, 2022, the Anchorage Assembly adopted the 2023 General Government Operating Budget for the Municipality, which includes approximately $8.5 million for the Municipal Attorney's Office. This number represents a significant increase from the 2022 operating budget, with the specific objective of providing a raise for all Executive Attorneys in the Municipal Attorney's Office.

The Administration and Anchorage Assembly agree that the increased budget is necessary in order to recruit and retain attorneys in the Municipal Attorney's Office. The raises come at a crucial time as the Alaska Legislature recently passed House Bill 226 granting a 20% raise to all State attorneys. The 20% raise for State attorneys has led to increased competition for qualified attorneys in the Municipality.

To effectuate the 20% raise for attorneys in the Municipal Attorney's Office, this ordinance proposes to conform the Personnel Rules to provide for a new Executive Attorney Pay Plan. The proposed amendments have been reviewed by the Personnel Rules Committee, which recommends approval.

THE ADMINISTRATION RECOMMENDS APPROVAL.

Prepared by:	Human Resources
Approved by:	Niki Tshibaka, Director, Human Resources
Concur:	Courtney Petersen, Director, OMB
Concur:	Blair M. Christensen, Acting Municipal Attorney
Concur:	Kent Kohlhase, Acting Municipal Manager
Respectfully submitted:	Dave Bronson, Mayor

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AO Number: 2023-9

Title: AN ORDINANCE OF THE ANCHORAGE ASSEMBLY AMENDING ANCHORAGE MUNICIPAL CODE CHAPTER 3.30 PERSONNEL RULES TO CREATE AN EXECUTIVE ATTORNEY PAY PLAN.

Sponsor: MAYOR
Preparing Agency: Department of Human Resources
Others Impacted:

CHANGES IN EXPENDITURES AND REVENUES:	(In Thousands of Dollars)				
	FY23	FY24	FY25	FY26	FY27
Operating Expenditures					
1000 Personal Services	$ 521				
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	**$ 521**	**$ -**	**$ -**	**$ -**	**$ -**
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
FUNCTION COST:	**$ 521**	**$ -**	**$ -**	**$ -**	**$ -**
REVENUES:					
CAPITAL:					
POSITIONS: FT/PT and Temp					

PUBLIC SECTOR ECONOMIC EFFECTS:

Twenty currently filled attorney positons will receive a 20% wage increase. The increase cost of wages and benefits is $520,616.63.

Costs for this SEE were verified by Internal Audit.

PRIVATE SECTOR ECONOMIC EFFECTS:

None

Prepared by: *Raylene Griffith, Labor Relations Director* Telephone: 343-4478