



LAWS OF ALASKA

1970

Source

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Chapter No.

226

AN ACT

Relating to pay of persons in the state service; and providing for an effective date.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. AS 39.27 is amended by adding new sections to read:

Sec. 39.27.030. ANNUAL SALARY SURVEY. (a) The director of the division of personnel shall conduct an annual salary survey in the manner prescribed by secs. 30 - 40 of this chapter, and make recommendations in pay ranges to be applied to all classes of positions in the state's partially exempt and classified service. This survey shall

(1) reflect the costs of living in the various election districts of the state by using the cost of living in Seattle, Washington as a base of 100;

(2) reflect the competitive position of the state, first, by comparing state salary levels with salary levels of comparable classes in private industry, in other governmental agencies throughout the state, and in other states constituting the prime recruiting areas, using "bench-mark" classes from as many employment categories as is feasible and selected by the director of personnel; and secondly, by comparing fringe benefits in the state service with other governmental agencies and major employers throughout the state.

(b) The director shall, when available, use United States Department of Labor statistics in carrying out the provisions of (a)(1) of this section and may use any other reliable statistics for the area in question.

(c) The director may use any reliable source of data in carrying out the provisions of (a)(2) of this section.

When reliable statistics are not available, the director shall by field studies gather the data to carry out the provisions of (a)(2) of this section.

Sec. 39.27.035. PREPARATION AND SUBMISSION OF PAY SCHEDULES. The director shall prepare an annual pay schedule setting out the base pay for all classes of positions in the state's partially exempt and classified service, taking into account the statistics and reasonable internal pay relationships. The director shall also prepare annual pay schedules for persons in the state service in each election district. These annual pay schedules shall either add to or subtract from the base pay of the person in state service according to the data obtained by the annual salary survey conducted under secs. 30 - 40 of this chapter. The base pay schedule and the election district differentials shall be prepared annually from data obtained by the annual salary survey provided for in secs. 30 - 40 of this chapter. The salary schedule shall be reviewed by the personnel board before submission to the legislature. A report and recommended salary schedules shall be submitted to each regular session of the legislature no later than five days after the session convenes.

Sec. 39.27.040. UNIVERSITY SALARY SURVEY. The director of the division of personnel shall conduct an annual salary survey in the manner prescribed by secs. 30 - 40 of this chapter, and make recommendations to the Board of Regents of the University of Alaska on pay ranges to be applied to all classes of positions excluding academic and research positions in the university system. The Board of Regents shall consider these recommendations when establishing pay schedules for employees.

Sec. 39.27.045. DEFINITIONS. In secs. 30 - 35 of this chapter, "director" means the director of the division of personnel.

* Sec. 2. AS 44.31.020 is amended by adding a new paragraph to read:

(4) gather data reflecting the cost of living in the various election districts of the state upon request of the director of personnel under AS 39.27.030 - 39.27.-040.

* Sec. 3. AS 39.25.150(2) is amended to read:

(2) the preparation, maintenance, revision, and administration by the director of personnel of a pay plan for all positions in the classified and partially exempt services; the pay plan shall be prepared after consultation with the appointing authorities or their designee, and with representatives of interested employee groups; the pay plan shall be based upon the position classification plan, shall provide for fair and reasonable compensation for services rendered; commissioners' salaries are not the maximum limit for the pay plan and in exceptional circumstances higher salaries may be specified; the pay plan may provide for uniform starting pay, increments, and area and time differentials; the pay plan prepared under this section may be amended, approved or disapproved by the legislature in regular or special session; after the pay plan

is put into effect, no salary or wage payment may be made to a state employee covered by the pay plan unless the payment is in accordance with this chapter and the rules adopted under this chapter;

* Sec. 4. This Act takes effect on July 1, 1970.