

**HOUSE BILL NO. 236**

IN THE LEGISLATURE OF THE STATE OF ALASKA

NINETEENTH LEGISLATURE - FIRST SESSION

BY THE HOUSE FINANCE COMMITTEE

Introduced: 3/6/95

Referred: Labor and Commerce, Finance

**A BILL**

**FOR AN ACT ENTITLED**

1 "An Act relating to reductions in compensation for state officers and employees;  
2 and providing for an effective date."

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

4 \* **Section 1.** AS 22.05.140(a) is amended to read:

5 (a) Except as provided in (d) of this section, the monthly base salary of the  
6 chief justice is \$7,916, [\$8,333] and for each other justice [,] the monthly base salary  
7 is \$7,877 [\$8,292].

8 \* **Sec. 2.** AS 22.05.140(d) is amended to read:

9 (d) Beginning January 1, 1996 [1991], if the monthly basic salary for Step E,  
10 Range 28, of the salary schedule set out in AS 39.27.011 changes [INCREASES], the  
11 monthly base salary of the chief justice and the other justices shall change  
12 [INCREASE] by the same percentage. The change [INCREASE] takes effect when the  
13 salary change [INCREASE] under AS 39.27.011 takes effect. An increase [AND]  
14 may be retroactive if consistent with the change in AS 39.27.011. The commissioner

1 of administration shall, by regulation, establish the percentage at which the salary is  
2 **changed** [INCREASED] and the **changed** [INCREASED] salary amount.

3 \* **Sec. 3.** AS 22.07.090(a) is amended to read:

4 (a) Except as provided in (c) of this section, the monthly base salary of a  
5 judge of the court of appeals is **\$7,441** [\$7,833]. The compensation of a judge may not  
6 be diminished during the term of office [,] unless by a general law applying to all  
7 salaried officers of the state.

8 \* **Sec. 4.** AS 22.07.090(c) is amended to read:

9 (c) Beginning January 1, **1996** [1991], if the monthly basic salary for Step E,  
10 Range 28, of the salary schedule set out in AS 39.27.011 **changes** [INCREASES], the  
11 monthly base salary of the judges of the court of appeals shall **change** [INCREASE]  
12 by the same percentage. The **change** [INCREASE] takes effect when the salary **change**  
13 [INCREASE] under AS 39.27.011 takes effect. **An increase** [AND] may be  
14 retroactive if consistent with the change to AS 39.27.011. The commissioner of  
15 administration shall, by regulation, establish the percentage at which the salary is  
16 **changed** [INCREASED] and the **changed** [INCREASED] salary amount.

17 \* **Sec. 5.** AS 22.10.190(a) is amended to read:

18 (a) Except as provided in (d) of this section, the monthly base salary for each  
19 superior court judge is **\$7,284** [\$7,667].

20 \* **Sec. 6.** AS 22.10.190(d) is amended to read:

21 (d) Beginning January 1, **1996** [1991], if the monthly basic salary for Step E,  
22 Range 28, of the salary schedule set out in AS 39.27.011 **changes** [INCREASES], the  
23 monthly base salary of the judges of the superior court shall **change** [INCREASE] by  
24 the same percentage. The **change** [INCREASE] takes effect when the salary **change**  
25 [INCREASE] under AS 39.27.011 takes effect. **An increase** [AND] may be  
26 retroactive if consistent with the change to AS 39.27.011. The commissioner of  
27 administration shall, by regulation, establish the percentage at which the salary is  
28 **changed** [INCREASED] and the **changed** [INCREASED] salary amount.

29 \* **Sec. 7.** AS 22.15.220(a) is amended to read:

30 (a) Except as provided in (e) of this section, the monthly base salary for each  
31 district court judge is **\$6,175** [\$6,500].

1 \* **Sec. 8.** AS 22.15.220(e) is amended to read:

2 (e) Beginning January 1, 1996 [1991], if the monthly basic salary for Step E,  
3 Range 28, of the salary schedule set out in AS 39.27.011 changes [INCREASES], the  
4 monthly base salary of the judges of the district court shall change [INCREASE] by  
5 the same percentage. The change [INCREASE] takes effect when the salary change  
6 [INCREASE] under AS 39.27.011 takes effect. An increase [AND] may be  
7 retroactive if consistent with the change to AS 39.27.011. The commissioner of  
8 administration shall, by regulation, establish the percentage at which the salary is  
9 changed [INCREASED] and the changed [INCREASED] salary amount.

10 \* **Sec. 9.** AS 39.27.011(a) is repealed and reenacted to read:

11 (a) The following monthly basic salary schedule is approved as the pay plan  
12 for classified and partially exempt employees in the executive branch of the state  
13 government who are not members of a collective bargaining unit established under the  
14 authority of the Public Employment Relations Act and employees of the legislature  
15 under AS 24.10 and AS 24.20:

16	Range	Step	Step	Step	Step	Step	Step
17	No.	A	B	C	D	E	F
18	05	1429	1469	1511	1553	1599	1642
19	06	1511	1553	1599	1642	1689	1739
20	07	1599	1642	1689	1739	1793	1848
21	08	1689	1739	1793	1848	1901	1961
22	09	1793	1848	1901	1961	2024	2081
23	10	1901	1961	2024	2081	2145	2211
24	11	2024	2081	2145	2211	2285	2356
25	12	2145	2211	2285	2356	2437	2519
26	13	2285	2356	2437	2519	2608	2703
27	14	2437	2519	2608	2703	2798	2904
28	15	2608	2703	2798	2904	2998	3112
29	16	2798	2904	2998	3112	3224	3340
30	17	2998	3112	3224	3340	3455	3574
31	18	3224	3340	3455	3574	3691	3830

1	19	3455	3574	3691	3830	3947	4095
2	20	3691	3830	3947	4095	4220	4375
3	21	3947	4095	4220	4375	4513	4675
4	22	4220	4375	4513	4675	4830	5007
5	23	4513	4675	4830	5007	5174	5368
6	24	4830	5007	5174	5368	5549	5737
7	25	5174	5368	5549	5737	5949	6172
8	26	5368	5549	5737	5949	6172	6394
9	27	5549	5737	5949	6172	6394	6638
10	28	5737	5949	6172	6394	6638	6869
11	29	5949	6172	6394	6638	6869	7111
12	30	6172	6394	6638	6869	7111	7362

13     \* **Sec. 10.**   REDUCTIONS TO COMPENSATION IN STATE COLLECTIVE  
14 BARGAINING AGREEMENTS. (a) Notwithstanding AS 23.40.070 - 23.40.260, until the  
15 compensation paid members of a bargaining unit has satisfied the requirements of this section  
16 for a continuous period of three years, the state and a bargaining organization representing  
17 state employees may not enter into a collective bargaining agreement that requires payment  
18 of compensation greater than the ceiling for average compensation per employee established  
19 in this section.

20           (b) For those collective bargaining units that are in the final year of a contract on the  
21 effective date of this section, the state and the collective bargaining organization representing  
22 the employees may not enter into a new collective bargaining agreement or extend the existing  
23 agreement unless the new or extended agreement complies with the provisions of (f) of this  
24 section relating to the reduction of the average compensation per employee.

25           (c) For a state employee bargaining unit that has never entered into a collective  
26 bargaining agreement with the state, a contract entered into on or after the effective date of  
27 this section may not provide for average per employee compensation that exceeds 95 percent  
28 of the average that applied to employees who are members of the bargaining unit in the  
29 calendar year preceding the completion of negotiations for the contract.

30           (d) For a state employee bargaining unit that has a contract that is in effect on the  
31 effective date of this section and that will expire more than one year after that date, the

1 provisions of (f) of this section shall be imposed at the expiration of the current contract. The  
2 average per employee compensation set in the new contract may not exceed 95 percent of the  
3 average per employee compensation set in the contract for the last year of the current  
4 contract.

5 (e) For a bargaining unit whose contract has expired on or before the effective date  
6 of this Act, a new or extended contract entered into on or after the effective date of this Act  
7 must comply with the requirements of (f) of this section. The average per employee  
8 compensation set in the new contract may not exceed 95 percent of the average per employee  
9 compensation set in the last year of the most recent contract.

10 (f) During the next three years, the average per employee compensation set in a  
11 collective bargaining contract entered into between the state and a bargaining organization  
12 representing state employees may not exceed 95 percent of the average per employee  
13 compensation under the final year of the most recent contract. A contract for a term longer  
14 than one year may provide for a variation in how the reduction is allocated over the life of  
15 the contract, but the average may not exceed the limit established in this subsection.

16 (g) If the parties are unable to reach agreement on a new or extended contract so that  
17 the negotiations reach impasse and the state may, under AS 23.40, make unilateral changes  
18 to compensation of members of the bargaining unit, the state shall reduce levels of  
19 compensation for members of the bargaining unit so that the reductions, if continued for a  
20 three-year period, would comply with the requirements of (c) or (f) of this section, as  
21 applicable.

22 (h) This section modifies the duty of the state and bargaining organizations  
23 representing state employees to bargain concerning compensation.

24 \* **Sec. 11. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES, AND**  
25 **CERTAIN EXEMPT EMPLOYEES OF THE EXECUTIVE BRANCH.** The following  
26 employees shall receive salary reductions comparable to those received by the classified and  
27 partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection  
28 is reenacted in sec. 9 of this Act:

- 29 (1) permanent and temporary employees of the judicial branch;
- 30 (2) permanent and temporary employees of the legislative branch, including
- 31 staff of the ombudsman's office;

1                   (3) permanent and temporary employees of the executive branch who are in  
2 the exempt service under AS 39.25, who are not members of a collective bargaining unit  
3 established under the Public Employment Relations Act (AS 23.40), and who are not  
4 otherwise covered by AS 39.27.011(a).

5       \* **Sec. 12.** EMPLOYEES OF THE UNIVERSITY OF ALASKA. The Board of Regents  
6 of the University of Alaska shall adopt a compensation policy for the employees of the  
7 University of Alaska who are not members of a collective bargaining unit. Under the policy,  
8 the employees shall receive compensation reductions in accordance with the compensation  
9 reductions of sec. 9 of this Act.

10       \* **Sec. 13.** Sections 1 - 9 and 11 - 12 of this Act take effect July 1, 1995.

11       \* **Sec. 14.** Section 10 of this Act takes effect immediately under AS 01.10.070(c).