

HOUSE RESOLUTION NO. 5

IN THE LEGISLATURE OF THE STATE OF ALASKA
THIRTY-FOURTH LEGISLATURE - FIRST SESSION

BY THE HOUSE STATE AFFAIRS COMMITTEE

Introduced: 4/2/25

Referred: State Affairs

A RESOLUTION

1 **Urging Governor Dunleavy and the Department of Administration to release all copies**
2 **of the statewide salary study.**

3 **BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES:**

4 **WHEREAS** the state is facing a recruitment and retention crisis for public employees,
5 including firefighters, public safety officers, teachers, road maintenance operators, benefits
6 processors, and other public sector employees; and

7 **WHEREAS** the average vacancy rate for state jobs is 16 percent, with some divisions
8 facing vacancy rates at double that average; and

9 **WHEREAS** the last time the state conducted a salary study was in 2009; and

10 **WHEREAS**, in 2023, the Alaska State Legislature appropriated \$1,000,000 to
11 conduct a salary study with an expected completion date of July 2024; and

12 **WHEREAS** the purpose of the salary study was to gather data on salary and
13 compensation practices across various industries, compare external market data with salary
14 and pay structures in the classification and pay plan of state jobs, and provide a report of
15 findings to inform decision making regarding wages and compensation; and

16 **WHEREAS**, in December 2023, the state signed a contract with The Segal Company

1 (Western States), Inc., for \$775,000 to conduct the salary study; and

2 **WHEREAS**, in testimony before the House State Affairs Committee on January 30,
3 2025, officials of the Department of Administration reported that a draft salary study was
4 completed before the original deadline; and

5 **WHEREAS**, since the original deadline of the salary study, the Department of
6 Administration has issued four contract amendments, bringing the total cost of the salary
7 study up to \$950,000; the second of those contract amendments was issued on August 26,
8 2024, authorizing an additional \$80,000 for approximately 100 hours of work by The Segal
9 Company (Western States), Inc., that has not, to date, yielded a result, despite the passage of
10 an additional six months; and

11 **WHEREAS**, in the House State Affairs Committee meeting on January 30, 2025, the
12 officials of the Department of Administration said that the new expected release date for the
13 statewide salary study is March 31, 2025; and

14 **WHEREAS**, in the fourth amendment to the original contract dated December 16,
15 2024, the contract between the Department of Administration and The Segal Company
16 (Western States), Inc., was extended to June 30, 2025, at an additional cost of \$70,000, and it
17 remains unclear, with this amendment, whether the department will adhere to the expected
18 March 31, 2025, release date; and

19 **WHEREAS** AS 23.40.215 requires that monetary terms for collective bargaining
20 agreements be submitted to the Alaska State Legislature by the 60th day of the legislative
21 session, which is March 21, 2025; and

22 **WHEREAS** the salary study is a vital tool for decision making between the state and
23 collective bargaining units to ensure that working Alaskans receive fair and competitive
24 wages, and, without the salary study available during the collective bargaining process, it is
25 likely that public sector employee salaries will continue to stagnate and further hinder
26 recruitment and retention in the state;

27 **BE IT RESOLVED** that the Alaska State Legislature urges Governor Dunleavy and
28 the Department of Administration to release all copies of the salary study, including all drafts
29 produced and provided to the administration before the date of passage of this resolution.

30 **COPIES** of this resolution shall be sent to the Honorable Mike Dunleavy, Governor
31 of Alaska; the Honorable Nancy Dahlstrom, Lieutenant Governor of Alaska; the Honorable

- 1 Paula Vrana, Commissioner, Department of Administration; and Mr. Richard Ward, Senior
- 2 Vice President, The Segal Company (Western States), Inc.