

SCS
SCS
(Fin)
OAS

Original sponsor: Chance

Offered: 5/7/70
Referred: Finance

1 IN THE HOUSE

BY THE HEALTH, WELFARE
AND EDUCATION COMMITTEE

2 SENATE CS FOR CS FOR HOUSE BILL NO. 246
3 IN THE LEGISLATURE OF THE STATE OF ALASKA
4 SIXTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act relating to pay of persons in the state
7 service; and providing for an effective date."

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

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

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

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

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

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

1 (c) The director may use any reliable source of data in carrying
2 out the provisions of (a)(2) of this section. When reliable statistics
3 are not available, the director shall by field studies gather the
4 data to carry out the provisions of (a)(2) of this section.

5 Sec. 39.27.035. PREPARATION AND SUBMISSION OF PAY SCHEDULES.
6 The director shall prepare an annual pay schedule setting out the
7 base pay for all classes of positions in the state's partially exempt
8 and classified service, taking into account the statistics and reason-
9 able internal pay relationships. The director shall also prepare
10 annual pay schedules for persons in the state service in each election
11 district. These annual pay schedules shall either add to or subtract
12 from the base pay of the person in state service according to the
13 data obtained by the annual salary survey conducted under secs. 30 -
14 40 of this chapter. The base pay schedule and the election district
15 differentials shall be prepared annually from data obtained by the
16 annual salary survey provided for in secs. 30 - 40 of this chapter.
17 The salary schedule shall be reviewed by the personnel board before
18 submission to the legislature. A report and recommended salary
19 schedules shall be submitted to each regular session of the legislature
20 no later than five days after the session convenes. The legislature
21 may approve, disapprove or amend the pay schedules and election district
22 differentials by joint resolution within the first 45 days of that
23 session. If the legislature fails to act on these schedules and
24 differentials within 45 days of the session, these items shall become
25 effective as though approved.

26 Sec. 39.27.040. DEFINITIONS. In secs 30 - 35 of this chapter,
27 "director" means the director of the division of personnel.

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

29 (4) gather data reflecting the cost of living in the various

1 election districts of the state upon request of the director of
2 personnel under AS 39.27.030 - 39.27.040.

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

4 (2) the preparation, maintenance, revision, and adminis-
5 tration by the director of personnel [,SUBJECT TO APPROVAL BY THE
6 COMMISSIONER OF ADMINISTRATION,] of a pay plan for all positions in
7 the classified and partially exempt services; the pay plan shall be
8 prepared after consultation with the appointing authorities or their
9 designee, and with representatives of interested employee groups;
10 the pay plan shall be based upon the position classification plan,
11 shall provide for fair and reasonable compensation for services
12 rendered, and shall be based on the principle of like pay for like
13 work; commissioners' salaries are not the maximum limit for the
14 pay plan and in exceptional circumstances higher salaries may be
15 specified; the pay plan shall [MAY] provide for uniform starting
16 pay, increments, and area and time differentials; the pay plan
17 prepared under [PURSUANT TO] this section is subject to approval by
18 the legislature as provided under AS 39.27.035 [IN REGULAR OR SPECIAL
19 SESSION; AMENDMENTS TO THE PAY PLAN ARE ALSO SUBJECT TO APPROVAL BY
20 THE LEGISLATURE]; after the pay plan is put into effect, no salary
21 or wage payment may be made to a state employee covered by the pay
22 plan unless the payment is in accordance with this chapter and the
23 rules adopted under this chapter;

24 * Sec. 4. This Act takes effect on July 1, 1970.
25
26
27
28
29