

Original sponsor: Chance

Offered: 5/18/70
Referred: Rules

1 IN THE HOUSE

BY THE FINANCE 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 in
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.

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

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

24 (4) gather data reflecting the cost of living in the various
25 election districts of the state upon request of the director of
26 personnel under AS 39.27.030 - 39.27.040.

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

28 (2) the preparation, maintenance, revision, and administration
29 by the director of personnel [, SUBJECT TO APPROVAL BY THE COMMISSIONER

1 OF ADMINISTRATION,] of a pay plan for all positions in the classified
2 and partially exempt services; the pay plan shall be prepared after
3 consultation with the appointing authorities or their designee, and
4 with representatives of interested employee groups; the pay plan shall
5 be based upon the position classification plan, shall provide for fair
6 and reasonable compensation for services rendered; [, AND SHALL BE BASED
7 ON THE PRINCIPLE OF LIKE PAY FOR LIKE WORK;] commissioners' salaries
8 are not the maximum limit for the pay plan and in exceptional circum-
9 stances higher salaries may be specified; the pay plan may provide for
10 uniform starting pay, increments, and area and time differentials; the
11 pay plan prepared under [PURSUANT TO] this section is subject to
12 approval by the legislature in regular or special session; amendments
13 to the pay plan are also subject to approval by the legislature; after
14 the pay plan is put into effect, no salary or wage payment may be
15 made to a state employee covered by the pay plan unless the payment
16 is in accordance with this chapter and the rules adopted under this
17 chapter;

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