

Original sponsor: Chance

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1 IN THE HOUSE

BY THE FREE CONFERENCE COMMITTEE

2 FREE CONFERENCE CS FOR 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 recommenda-  
13 tions 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, Washington  
17 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 data  
4 to carry out the provisions of (a)(2) of this section.

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

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

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

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

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

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

6 (2) the preparation, maintenance, revision, and administra-  
7 tion by the director of personnel [, SUBJECT TO APPROVAL BY THE  
8 COMMISSIONER OF ADMINISTRATION,] of a pay plan for all positions in  
9 the classified and partially exempt services; the pay plan shall be  
10 prepared after consultation with the appointing authorities or their  
11 designee, and with representatives of interested employee groups;  
12 the pay plan shall be based upon the position classification plan,  
13 shall provide for fair and reasonable compensation for services  
14 rendered [, AND SHALL BE BASED ON THE PRINCIPLE OF LIKE PAY FOR LIKE  
15 WORK]; commissioners' salaries are not the maximum limit for the pay  
16 plan and in exceptional circumstances higher salaries may be specified;  
17 the pay plan may provide for uniform starting pay, increments, and  
18 area and time differentials; the pay plan prepared under [PURSUANT TO]  
19 this section may be amended, approved or disapproved [IS SUBJECT TO  
20 APPROVAL] by the legislature in regular or special session; [AMENDMENTS  
21 TO THE PAY PLAN ARE ALSO SUBJECT TO APPROVAL BY THE LEGISLATURE;]  
22 after the pay plan is put into effect, no salary or wage payment may  
23 be made to a state employee covered by the pay plan unless the payment  
24 is in accordance with this chapter and the rules adopted under this  
25 chapter;

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