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1 IN THE SENATE

2 SENATE BILL NO. 155

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 SIXTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act relating to state employees' pay; and providing
7 for an effective date."

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

9 * Section 1. PURPOSE. It is the intent of the legislature by the pass-
10 age of this Act to provide for a state career service so that qualified
11 personnel will not be forced to abandon their services to the state because
12 of an inability to obtain a compensation commensurate with their ability to
13 earn and necessity to provide a decent living for their families. It is
14 the further intent of the legislature to cut overall costs accruing to the
15 state due to the lack of a career service, the overall effect, resulting in
16 a perpetual recruitment and turnover problem costing the state many times
17 over the necessary cost in retaining qualified and dedicated civil servants.
18 The further intent of this Act is to place the state in a competitive
19 recruitment position with other employers throughout the state so that only
20 the best personnel available need be hired by the state.

21 * Sec. 2. AS 39.25.150(2) is repealed.

22 * Sec. 3. AS 39.27.010 is repealed.

23 * Sec. 4. AS 39.27 is amended by adding new sections to read:

24 Sec. 39.27.011. ANNUAL SALARY SURVEY. The director of personnel
25 shall conduct an annual salary survey throughout the state covering
26 all positions in the classified and partially exempt services. This
27 survey shall reflect geographical cost of living differentials based
28 on the United States Department of Labor statistics and actual field
29 surveys conducted by the division. This survey shall reflect the

1 competitive position of the state in relation to state salaries paid
2 versus salaries paid by all other employers of significance within the
3 state, taking into account all employee benefits which can as a practi-
4 cal matter have a dollar amount of benefit to the employee attached to
5 them and also taking into account a duties and responsibilities formula
6 between state employees and employees of significant employers used
7 for the comparison.

8 Sec. 39.27.012. PREPARATION AND SUBMISSION OF PAY SCHEDULES. The
9 director of personnel shall prepare annual pay schedules based on the
10 data obtained from the annual salary survey provided for in sec. 11 of
11 this chapter and shall submit these schedules to each session of the
12 legislature no later than five days after each session convenes. The
13 legislature shall approve, disapprove or amend the pay schedules by
14 Joint Resolution no later than 40 days after submission. If the legis-
15 lature fails to act on the pay schedules within the time limit provided,
16 the pay schedules shall become effective as though they were approved
17 within the time limitation.

18 * Sec. 5. Based on the statistics and studies available the state
19 employees' pay schedules based on the existing classification plan prepared
20 under AS 39.25.150(1) for the classified and partially exempt services for
21 July 1, 1969 shall be as follows:

22 (1) Schedule I, containing House Districts 1 - 5 and 7 - 12 shall
23 begin at Range 1, Step A at \$334 per month with a 4 per cent increase between
24 steps horizontally through Step F and an 8 per cent increase between range
25 numbers vertically through number 28;

26 (2) Schedule II, containing House Districts 6 and 13 - 19 shall begin
27 at Range 1, Step A at \$367 per month with a 4 per cent increase between
28 steps horizontally through Step F and an 8 per cent increase between range
29 numbers vertically through number 28;

1 (3) Schedule III; employees of the state assigned to positions in the
2 contiguous United States and Canada shall be paid according to Schedule I,
3 with a 25 per cent adjustment downward;

4 (4) Schedule IV; employees in special medical classifications shall be
5 paid 13 per cent above their July 1, 1968 pay rate.

6 * Sec. 6. This Act takes effect on July 1, 1969.
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