

Introduced: 3/10/70  
Referred: State Affairs  
and Finance

1 IN THE SENATE

BY THE STATE AFFAIRS COMMITTEE

2 SENATE BILL NO. 528

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 state employees' compensation;  
7 and providing for an effective date."

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

9 \* Section 1. AS 39.27.010 is repealed and re-enacted to read:

10 Sec. 39.27.010. MONTHLY SALARY SCHEDULES. The following monthly  
11 salary schedules are approved as the pay plan for employees of the  
12 State of Alaska:

13 (1) SALARY SCHEDULE I, House Districts 1 - 5, 7 - 11

14 Range	Step	Step	Step	Step	Step	Step
15 No.	A	B	C	D	E	F
16 5	463	480	498	517	536	556
17 6	498	517	536	556	577	599
18 7	536	556	577	599	621	645
19 8	577	599	621	645	669	694
20 9	621	645	669	694	720	747
21 10	669	694	720	747	775	804
22 11	720	747	775	804	834	866
23 12	775	804	834	866	899	933
24 13	834	866	899	933	968	1,004
25 14	899	933	968	1,004	1,042	1,081
26 15	968	1,004	1,042	1,081	1,122	1,164
27 16	1,042	1,081	1,122	1,164	1,208	1,253
28 17	1,122	1,164	1,208	1,253	1,300	1,349
29 18	1,208	1,253	1,300	1,349	1,400	1,452

1	19	1,300	1,349	1,400	1,452	1,506	1,562
2	20	1,400	1,452	1,506	1,562	1,621	1,682
3	21	1,506	1,562	1,621	1,682	1,745	1,810
	22	1,621	1,682	1,745	1,810	1,878	1,948
	23	1,745	1,810	1,878	1,948	2,021	2,097
6	24	1,878	1,948	2,021	2,097	2,176	2,258
7	25	2,021	2,097	2,176	2,258	2,343	2,431
8	26	2,176	2,258	2,343	2,431	2,522	2,617
9	27	2,343	2,431	2,522	2,617	2,715	2,817
10	28	2,522	2,617	2,715	2,817	2,923	3,033

(2) SALARY SCHEDULE II, House Districts 6, 12, 13 - 19

12	Range	Step	Step	Step	Step	Step	Step
13	No.	A	B	C	D	E	F
14	5	498	517	536	556	577	599
15	6	536	556	577	599	621	645
16	7	577	599	621	645	669	694
17	8	621	645	669	694	720	747
18	9	669	694	720	747	775	804
19	10	720	747	775	804	834	866
20	11	775	804	834	866	899	933
21	12	834	866	899	933	968	1,004
22	13	899	933	968	1,004	1,042	1,081
23	14	968	1,004	1,042	1,081	1,122	1,164
24	15	1,042	1,081	1,122	1,164	1,208	1,253
25	16	1,122	1,164	1,208	1,253	1,300	1,349
26	17	1,208	1,253	1,300	1,349	1,400	1,452
27	18	1,300	1,349	1,400	1,452	1,506	1,562
28	19	1,400	1,452	1,506	1,562	1,621	1,682
29	20	1,506	1,562	1,621	1,682	1,745	1,810

1	21	1,621	1,682	1,745	1,810	1,878	1,948
2	22	1,745	1,810	1,878	1,948	2,021	2,097
3	23	1,878	1,948	2,021	2,097	2,176	2,258
4	24	2,021	2,097	2,176	2,258	2,343	2,431
5	25	2,176	2,258	2,343	2,431	2,522	2,617
6	26	2,343	2,431	2,522	2,617	2,715	2,817
7	27	2,522	2,617	2,715	2,817	2,923	3,033
8	28	2,715	2,817	2,923	3,033	3,147	3,265

(3) SALARY SCHEDULE III, Employees of the state assigned to positions in the Contiguous United States and Canada:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F	
13	5	371	385	400	414	430	446
14	6	400	414	430	446	463	480
15	7	430	446	463	480	498	517
16	8	463	480	498	517	536	556
17	9	498	517	536	556	577	599
18	10	536	556	577	599	621	645
19	11	577	599	621	645	669	694
20	12	621	645	669	694	720	747
21	13	669	694	720	747	775	804
22	14	720	747	775	804	834	866
23	15	775	804	834	866	899	933
24	16	834	866	899	933	968	1,004
25	17	899	933	968	1,004	1,042	1,081
26	18	968	1,004	1,042	1,081	1,122	1,164
27	19	1,042	1,081	1,122	1,164	1,208	1,253
28	20	1,122	1,164	1,208	1,253	1,300	1,349
29	21	1,208	1,253	1,300	1,349	1,400	1,452

1	22	1,300	1,349	1,400	1,452	1,506	1,562
2	23	1,400	1,452	1,506	1,562	1,621	1,682
3	24	1,506	1,562	1,621	1,682	1,745	1,810
4	25	1,621	1,682	1,745	1,810	1,878	1,948
5	26	1,745	1,810	1,878	1,948	2,021	2,097
6	27	1,878	1,948	2,021	2,097	2,176	2,258
7	28	2,021	2,097	2,176	2,258	2,343	2,431

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

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

27 \* Sec. 3. AS 39.25 is amended by adding new sections to read:

28 Sec. 39.25.151. ANNUAL SALARY SURVEY. (a) The commissioner of  
29 administration shall conduct an annual salary survey throughout the

1 state covering all positions in the classified and partially exempt  
2 services. This survey shall

3 (1) reflect the cost of living in the various house election  
4 districts of the state by using the cost of living in Seattle, Washing-  
5 ton as a base of 100;

6 (2) reflect the competitive position of the state in relation  
7 to state salaries paid versus salaries paid by all other employers of  
8 significance in the state, taking into account all employee benefits  
9 which can as a practical matter have a dollar amount of benefit to the  
10 employee attached to them and also taking into account a duties and  
11 responsibilities formula between state employees and employees of  
12 significant employers used for the comparison.

13 (b) The commissioner shall, when available and applicable, use  
14 United States Department of Labor statistics in carrying out the pro-  
15 visions of (a)(1) of this section but may use any reliable statistics  
16 if Department of Labor statistics are not available or applicable for  
17 the area in question. If reliable statistics are not available or  
18 applicable, the commissioner shall gather the data by field studies for  
19 the survey required by (a)(1) of this section.

20 (c) The commissioner may use any reliable source of statistics in  
21 carrying out the provisions of (a)(2) of this section. When reliable  
22 statistics are not available, the commissioner shall by field studies  
23 gather the data to carry out the provisions of (a)(2) of this section.

24 Sec. 39.25.152. PREPARATION AND SUBMISSION OF PAY SCHEDULES. The  
25 commissioner shall prepare an annual pay schedule setting out the base  
26 pay for all state employees in the classified and partially exempt  
27 services. The commissioner shall also prepare a cost of living allow-  
28 ance for employees working in each house election district and the  
29 contiguous United States and Canada. The cost of living allowance shall

1 either add to or subtract from the base pay of the employee according  
2 to the data obtained by the annual salary survey conducted under sec.  
3 151 of this chapter. The commissioner shall submit the base pay  
4 schedule and the house election district and out-of-state differentials  
5 to the Seventh Legislature, First Session within five days of convening.  
6 The base pay schedule and the house election district and out-of-state  
7 differentials shall be prepared annually thereafter from data obtained  
8 by the annual salary survey provided for in sec. 151 of this chapter  
9 and submitted to each session of the legislature no later than five  
10 days after each session convenes. The legislature shall approve, dis-  
11 approve or amend the pay schedule and house election district and  
12 out-of-state differentials by joint resolution no later than 40 days  
13 after submission. If the legislature fails to act on either or all of  
14 these items within the time limit provided, they shall become effective  
15 as though they were approved within the time limitation.

16 Sec. 39.25.153. DEFINITIONS. In secs. 151 and 152 of this  
17 chapter, "commissioner" means the commissioner of administration.

18 \* Sec. 4. This Act takes effect on July 16, 1970.  
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