

1 IN THE SENATE

BY CROFT

2 SENATE BILL NO. 106

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 SEVENTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act relating to the 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 39.27.030(a)(2) is amended to read:

10 (2) reflect the competitive position of the state, first,
11 by comparing state salary levels with salary levels of comparable
12 classes in private industry, in other governmental agencies throughout
13 the state, and in other states constituting the prime recruiting areas,
14 using "bench-mark" classes selected by the Director of Personnel,
15 based on the principle of like pay for like work, from as many employ-
16 ment categories as is necessary to reflect correctly the competitive
17 position of the state salary levels with those paid other employees
18 under this paragraph [FEASIBLE AND SELECTED BY THE DIRECTOR OF
19 PERSONNEL]; and secondly, by comparing fringe benefits in the state
20 service with other governmental agencies and major employers throughout
21 the state.

22 * Sec. 2. AS 39.27.030(b) is amended to read:

23 (b) The director shall, [WHEN AVAILABLE,] use United States
24 Department of Labor statistics: or other reliable statistical data
25 in carrying out the provisions of (a)(1) of this section [AND MAY
26 USE ANY OTHER RELIABLE STATISTICS FOR THE AREA IN QUESTION]. If
27 reliable statistics are not available, the director shall gather the
28 data by field studies for the survey required by (a)(1) of this
29 section.

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

2 (2) the preparation, maintenance, revision, and administra-
3 tion by the director of personnel of a pay plan for all positions in
4 the classified and partially exempt services; the pay plan shall be
5 prepared after consultation with the appointing authorities or their
6 designee, and with representatives of interested employee groups;
7 the pay plan shall be based upon the position classification plan,
8 shall provide for fair and reasonable compensation for services
9 rendered, and shall be based on the principle of like pay for like
10 work; commissioners' salaries are not the maximum limit for the pay
11 plan and in exceptional circumstances higher salaries may be specified;
12 the pay plan may provide for uniform starting pay, increments, and
13 area and time differentials; the pay plan prepared under this section
14 may be amended, approved or disapproved by the legislature in regular
15 or special session; after the pay plan is put into effect, no salary
16 or wage payment may be made to a state employee covered by the pay
17 plan unless the payment is in accordance with this chapter and the
18 rules adopted under this chapter;

19 * Sec. 4. AS 39.27.030 is amended by adding a new subsection (3) to
20 read:

21 (3) The Director shall, on a regular basis, report to
22 the state employees association by providing a summary of the in-
23 formation accumulated during the data gathering process; and shall
24 consult with the employees association and consider their findings
25 prior to his final recommendation.

26 * Sec. 5. This Act takes effect on the day after its passage and approval
27 or on the day it becomes law without approval.
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