

Original sponsor: Rules/Governor

1 IN THE HOUSE BY THE FINANCE COMMITTEE
2 CS FOR HOUSE BILL NO. 187 (Finance) am
3 IN THE LEGISLATURE OF THE STATE OF ALASKA
4 FIFTEENTH LEGISLATURE - FIRST SESSION
5 A BILL

6 For an Act entitled: "An Act relating to sick leave and medical leave,
7 salaries, and geographic pay differentials of certain
8 state employees who are not members of collective
9 bargaining units; relating to salary surveys; repeal-
10 ing a requirement that the director of personnel
11 prepare an annual pay schedule; and providing for an
12 effective date."

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

14 * Section 1. AS 39.20.256(a) is amended to read:

15 Sec. 39.20.256. TRANSFER OF ACCRUED MEDICAL OR SICK LEAVE. (a)
16 When an [AN] officer or employee who has accrued medical or sick leave
17 transfers from a position in which the officer or employee accrued
18 sick or medical leave to a position that accrues personal leave under
19 AS 39.20.200, the officer or employee shall have up to 15 days [40 PER
20 CENT] of that medical or sick leave transferred to the officer's or
21 employee's personal leave account and the remainder [60 PER CENT OF
22 THAT MEDICAL LEAVE] transferred to a medical leave bank. Banked
23 medical leave may be taken only in accordance with this section.

24 * Sec. 2. AS 39.20.256(b) is amended to read:

25 (b) An officer or employee may use the lesser of 15 days or the
26 remaining balance from the banked medical leave for a medical reason
27 under AS 39.20.225(b). In addition, the [AN] officer or employee may
28 [NOT] take [ANY] banked medical leave in excess of the 15-day limit if
29 [UNLESS] the officer or employee

- 1 (1) has no accrued personal leave; and
 2 (2) has a medical disability exceeding 10 consecutive
 3 working days in duration; or
 4 (3) has a medical disability exceeding 30 consecutive
 5 working days in duration.

6 * Sec. 3. AS 39.20.256 is amended by adding a new subsection to read:

7 (g) This section applies to a state officer or employee who
 8 becomes eligible to accrue personal leave under AS 39.20.200 while
 9 holding accrued sick or medical leave.

10 * Sec. 4. AS 39.27.020(a) is repealed and reenacted to read:

11 (a) The following pay differentials are approved as an amendment
 12 to the basic salary schedule in AS 39.27.011:

13 Percentage Pay	Geographic Areas
14 Differential	(Election Districts)
15 0	1, 2, 3, 4, 7, 8, 9, and 10
16 4	16 South of the Arctic Circle except the
17	duty stations of Tok and Delta Junction
18 5	5
19 9	11
20 11	6
21 16	The duty stations of Tok and Delta Junction
22 20	The duty station of Nenana
23 27	12 and 13
24 30	15 except the duty station of Nenana, and 19
25 34	18
26 38	14
27 42	16 North of the Arctic Circle, and 17
28 -13	In other states

29 * Sec. 5. AS 39.27.020(c) is repealed and reenacted to read:

1 (c) The director may establish salary differentials for posi-
2 tions in foreign countries. Following a survey conducted under
3 AS 39.27.030, the differentials must be adjusted as necessary to
4 maintain equitable relationships between salaries for positions in
5 foreign countries and salaries for positions in Alaska.

6 * Sec. 6. AS 39.27.020 is amended by adding a new subsection to read:

7 (d) The geographic pay differentials in (a) of this section may
8 not be used as a basis for evaluating cost-of-living or program cost
9 differentials related to the funding of a state program.

10 * Sec. 7. AS 39.27.030 is repealed and reenacted to read:

11 Sec. 39.27.030. COST-OF-LIVING SURVEY. Subject to available
12 funding, the director shall conduct a survey at five-year intervals to
13 review the geographic pay differentials provided under AS 39.27.020.
14 The survey may address factors, as determined by the director, that
15 are also relevant in review of state salary schedules.

16 * Sec. 8. (a) If the salary an employee is receiving on July 15, 1987,
17 would be reduced by application of the pay differential, as amended in sec.
18 4 of this Act, the following applies if the employee remains in the same
19 geographic area, as described in AS 39.27.020:

20 (1) the employee's salary may not be reduced as a result of
21 application of the pay differential; and

22 (2) the employee's salary remains at its July 15, 1987, level
23 until, under the pay differential as amended in sec. 4 of this Act, the
24 employee's salary would exceed that level because of

25 (A) a change in the state salary schedule (AS 39.27.011);

26 (B) a change in the employee's pay range or step; or

27 (C) application of a longevity pay increment.

28 (b) If an employee moves to another geographic area after July 15,
29 1987, the pay differential, as amended in sec. 4 of this Act, applies to

1 that employee's salary on the effective date of the move.

2 (c) This section does not prohibit a reduction in an employee's
3 salary as a result of a voluntary or involuntary demotion.

4 * Sec. 9. SALARIES OF CLASSIFIED AND PARTIALLY EXEMPT EXECUTIVE-BRANCH
5 EMPLOYEES NOT IN A COLLECTIVE BARGAINING UNIT. Notwithstanding AS 39.27.-
6 011(a), the basic monthly salaries of classified and partially exempt
7 employees who are not members of a collective bargaining unit established
8 under AS 23.40 shall be adjusted by the same percentage of adjustments in
9 the basic monthly salaries paid to members of the general government col-
10 lective bargaining unit, for any period beginning after June 30, 1987. The
11 adjustments for the classified and partially exempt employees not in a
12 collective bargaining unit shall be made in the same pay period that a new
13 pay plan is implemented for the general government unit by the state. If
14 the state has not implemented a new pay plan for the general government
15 unit by July 1, 1987, the classified and partially exempt employees who are
16 not in a collective bargaining unit shall be paid according to AS 39.27.-
17 011(a) from July 1, 1987, until the first pay period of implementation of a
18 new pay plan for the general government unit.

19 * Sec. 10. SALARIES OF EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE
20 BRANCHES AND EXEMPT EMPLOYEES OF THE EXECUTIVE BRANCH. Salary adjustments
21 comparable to those received by the classified and partially exempt employ-
22 ees of the executive branch, except judges and justices; under sec. 9 of
23 this Act, shall be made for the following employees:

- 24 (1) permanent and temporary employees of the judicial branch;
25 (2) permanent and temporary employees of the legislative branch;
26 (3) permanent and temporary employees of the executive branch
27 who are in the exempt service under AS 39.25.110, who are not members of a
28 collective bargaining unit established under the Public Employment Rela-
29 tions Act (AS 23.40).

1 * Sec. 11. SALARIES OF EMPLOYEES OF THE UNIVERSITY OF ALASKA. Notwith-
2 standing sec. 10(3) of this Act, the salaries of employees of the Univer-
3 sity of Alaska who are not members of a collective bargaining unit shall be
4 adjusted in accordance with the compensation policy of the board of regents
5 of the University of Alaska.

6 * Sec. 12. AS 39.27.035 and 39.27.040 are repealed.

7 * Sec. 13. Sections 4 - 8 and 12 of this Act take effect July 16, 1987.

8 * Sec. 14. Sections 1 - 3 and 9 - 11 of this Act take effect immedi-
9 ately under AS 01.10.070(c).