

HB

32



JUNEAU ALASKA

Alaska State Legislature  
House

June 9, 1972

Mr. Keith Stell  
Route 2, Box 777  
Juneau, Alaska 99801

Dear Keith:

Sometime ago you were good enough to write to me relative to House Bill 32, which I sponsored in conjunction with a number of other representatives. I am delighted to tell you that this bill -- which authorizes much-deserved longevity pay increases to long-time state employees stuck in Step F -- passed the House Wednesday by a very comfortable margin of 36 to 3. The bill is now in the Senate and I am optimistic for passage.

Again, many thanks for your concern and support.

Sincerely,

A handwritten signature in dark ink, appearing to read "Mike Miller".

Mike Miller, Representative  
District Four (Juneau)



JUNEAU ALASKA

Alaska State Legislature  
House

June 9, 1972

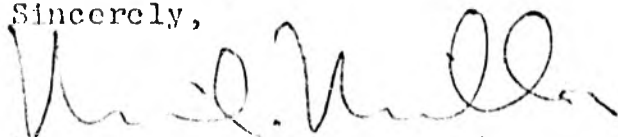
Mrs. Margaret Speer  
Douglas, Alaska

Dear Mrs. Speer:

Sometime ago you were good enough to write to me relative to House Bill 32, which I sponsored in conjunction with a number of other representatives. I am delighted to tell you that this bill -- which authorizes much-deserved longevity pay increases to long-time state employees stuck in Step F -- passed the House Wednesday by a very comfortable margin of 36 to 3. The bill is now in the Senate and I am optimistic for passage.

Again, many thanks for your concern and support.

Sincerely,

  
Mike Miller, Representative  
District Four (Juneau)



JUNEAU ALASKA

Alaska State Legislature  
House

June 9, 1972

Mr. Boyd A. Karrer  
209 N. Franklin Street  
Apt. #2  
Juneau, Alaska 99801

Dear Boyd:

Sometime ago you were good enough to write to me relative to House Bill 32, which I sponsored in conjunction with a number of other representatives. I am delighted to tell you that this bill -- which authorizes much-deserved longevity pay increases to long-time state employees stuck in Step F -- passed the House Wednesday by a very comfortable margin of 30 to 3. The bill is now in the Senate and I am optimistic for passage.

Again, many thanks for your concern and support.

Sincerely,

A handwritten signature in cursive script, appearing to read "Mike Miller".

Mike Miller, Representative  
District Four (Juneau)



JUNEAU ALASKA

Alaska State Legislature  
House

June 9, 1972

Ms. Ruth M. Cryan  
R.R. 4, Box 4545-15  
Juneau, Alaska 99801

Dear Ms. Cryan:

Sometime ago you were good enough to write to me relative to House Bill 32, which I sponsored in conjunction with a number of other representatives. I am delighted to tell you that this bill -- which authorizes much-deserved longevity pay increases to long-time state employees stuck in Step F -- passed the House Wednesday by a very comfortable margin of 36 to 3. The bill is now in the Senate and I am optimistic for passage.

Again, many thanks for your concern and support.

Sincerely,

A handwritten signature in cursive script that reads "Mike Miller".

Mike Miller, Representative  
District Four (Juneau)



JUNEAU ALASKA

Alaska State Legislature  
House

June 9, 1972

Mr. Ward Lamb  
331 Gastineau #1  
Juneau, Alaska 99801

Dear Mr. Lamb:

Sometime ago you were good enough to write to me relative to House Bill 32, which I sponsored in conjunction with a number of other representatives. I am delighted to tell you that this bill -- which authorizes much-deserved longevity pay increases to long-time state employees stuck in Step F -- passed the House Wednesday by a very comfortable margin of 36 to 3. The bill is now in the Senate and I am optimistic for passage.

Again, many thanks for your concern and support.

Sincerely,

A handwritten signature in cursive script, appearing to read "Mike Miller".

Mike Miller, Representative  
District Four (Juneau)

FORM 02-002  
Formerly SA-2 **STATE OF ALASKA**  
**Inter-Department Route Slip**

**TO:**  
**DEPT.:** Legislation  
**ATTN.:** Supervisor Mike Miller

- |  |  |
|--|--|
| <input type="checkbox"/> Approval      | <input type="checkbox"/> Note & Return       |
| <input type="checkbox"/> Signature     | <input type="checkbox"/> Initial & Return    |
| <input type="checkbox"/> Comment       | <input type="checkbox"/> Return As Requested |
| <input type="checkbox"/> Contact Me    | <input type="checkbox"/> Return For Approval |
| <input type="checkbox"/> Prepare Reply | <input type="checkbox"/> Necessary Action    |
| <input type="checkbox"/> For Your File | <input type="checkbox"/> Your Information    |

**Remarks:**

**From:**  
**Dept.:** Administration **Date:** 1-25-73  
**By:** W.D. [Signature]

The Legislature of the State of Alaska  
 FISCAL NOTE  
 Second Session - Seventh State Legislature

I. REQUEST

Bill Identification: HB-32  
 Title: State Employee Pay Increments  
 Requested by: Legislative Finance Date: 1/11/72  
 Return Date Requested: 1/21/72  
 Agency: Budget and Management Program: \_\_\_\_\_

II. FISCAL DETAIL

Budget Request Unit(s) Affected: \_\_\_\_\_

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 72	FY 73	FY 74	FY 75	FY 76	FY 77
100 PERSONAL SERVICES	423.2	486.7	559.7	643.7	740.2	851.2
200 TRAVEL						
300 CONTRACTUAL						
400 COMMODITIES						
500 EQUIPMENT						
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.						
TOTAL	423.2	486.7	559.7	643.7	740.2	851.2

B. FUNDING: (Thousands of dollars)

GENERAL FUND	338.6	389.4	447.8	515.0	592.2	651.0
FEDERAL FUNDS	84.6	97.3	111.9	128.7	148.0	200.2
OTHER						

C. POSITIONS: -0-

PERMANENT/TEMPORARY	/	/	/	/	/	/
MAN MONTHS (P./T.)	/	/	/	/	/	/

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)

IV. ATTACHMENTS

Memorandum - R. W. Freer from M. R. Charney - January 22, 1971

V. DATE: January 25, 1972 PREPARED BY: M. R. Charney

Original: Legislative Finance  
 cc: Budget and Management  
 Prime Sponsor (First Legislator Named)

TO: Richard W. Freer, Deputy Commissioner  
Department of Administration

DATE: January 22, 1971

FROM: M. R. Charney, Director  
Division of Budget & Management  
Department of Administration

SUBJECT: House Bill 32.  
Pay Increments for Longevity  
in State Service

ESTIMATED COSTS

The cost implications of HB 32 (Section 30.27.050. PAY INCREMENTS FOR LONGEVITY IN STATE SERVICE) are as follows:

<u>Fiscal Year</u>	<u>TOTAL ESTIMATED COSTS</u>	
	<u>Current Salary Schedule</u>	<u>Proposed Salary Schedule (Annual Salary Survey)</u>
FY 1971-72.	\$395,500	\$423,200
FY 1972-73	454,800	486,700
FY 1973-74	523,000	559,700
FY 1974-75	601,500	643,700
FY 1975-76	691,700	740,200
		\$51,200
<u>GENERAL FUND REQUIREMENTS 0.20%</u>		
FY 1971-72	\$316,400	\$338,600
FY 1972-73	363,800	389,400
FY 1973-74	418,400	447,800
FY 1974-75	481,200	515,000
FY 1975-76	553,400	592,200
		\$51,000

*CURRENT SCHEDULE 71-74*

ANALYTICAL PROCEDURES

1. The total number of state employees at Step "F" in December 1970 was determined based upon information received from the Division of Personnel.
2. The total number of "F" step employees in each salary schedule was determined. This was accomplished by prorating the number of "F" positions to each salary schedule based upon the actual FY 1970 distribution of total positions in each salary schedule. This procedure was necessary since the actual data is not presently available.
3. The total current cost for "F" step employees was computed.
4. The annual rate of increase in the number of employees at "F" step was determined. The information source drawn upon has only been available since July 1970, so a conservative estimate of 15% annual increase was used rather than the 19.2% increase indicated by the past six months.
5. The FY 1971-72 projected total cost for "F" step employees was computed (Current cost plus 15% annual increase).

6. The total estimated cost of the 3.75% longevity increment was computed based upon the present salary schedule. It was estimated by the Division of Personnel that 50% of "F" step employees would qualify for the increment in FY 1971-72.
7. The total estimated cost of the increment was also computed based upon the salary schedule proposed by the Annual Salary Survey.
8. General Fund requirements were computed at 80% of the total estimated cost.

It should be noted that this analysis is limited to cost implications only. There are personnel and salary schedule implications that should be considered. Among these are:

1. What are the implications in regards to the integrated salary schedule concept?
2. What are the implications for employees who began service in an advanced step?
3. What are the implications in relation to promotional policy, procedure, and cost?

For these and other reasons, it is suggested that an analysis of the personnel and salary schedule implications be conducted by the Division of Personnel.

THE FOLLOWING DOCUMENT(S) MAY NOT FILM  
LEGIBLY BECAUSE OF POOR QUALITY OF THE  
ORIGINAL.

ANALYSIS OF HB No. 32 - "PAY INCENTIVES FOR LONGEVITY IN STATE SERVICE"

ESTIMATED COSTS

Step ③ PRESENT COSTS AT STEP "F"

APPENDIX - A.1

DEFINITIONS - STEP "F"

CLASSIFICATION

STEP	CLASSIFICATION	I	A	J	II	C	L	STEP "F"						TOTAL	
								I	A	J	II	C	L		
1	1							71880	72256			7740	16056	8328	126360
2	2							255420	16056	8328		8328	44820		332452
3	3							511320	25420			26892	46500	48240	638372
4	4							374416	9200			9648		41568	454128
5	5							234168				26784	32264		487308
6	6							512600	10928			55780	11616	34096	622280
7	7							615720	34848			36144	75024	38916	730712
8	8							522120	27512	12972		155664		13768	762276
9	9							1725276	67320			321264	70480	150860	2336740
10	10							622560	72400	30072		60144	93600	64752	949408
11	11							1272600	159200			178068	50400	69696	1685124
12	12							215144	50400			34348	54216	18744	272852
13	13							1515228	70360	12744		127440		141288	1752720
14	14							522620	19452			20184			201956
15	15							1251408	20740				22536	23276	1318260
16	16							479560				22296			522936
17	17							222240				25164			445932
18	18							122240							150924
19	19							522240				22244			572168
20	20							122240				31464			301436
21	21							453460							453460
22	22							21204							21404
23	23							22240							22240
24	24							3275664	586182	70176		1,261416	474772	632152	16277072

APPENDIX - A-2

STEP 4: Annual rate of increase for "F" step employees.

<u>DATE</u>	<u>"F" STEP TOTAL</u>
July 1970	1,001
December 1970	1,113
Six Month Increase	11.2% - 9.6%

Projected twelve month increase - 19.2%

Conservative estimate - 15%

(Reason: Relatively short period of time upon which calculations were based)

<u>STEP 5:</u>	Projected costs "F" step FY 1971-72	<u>Present Salary Schedule</u>	<u>Proposed Salary Schedule</u>
Present cost at Step "F"	\$16,377,072		
12% benefits	1,965,228		
Total present cost	\$18,342,300		
Projected 15% increase in "F" step employees FY 1971-72	\$ 2,751,300		
<b>TOTAL COST "F" STEP FY 1971-72</b>		<u>\$21,093,600</u>	<u>\$22,570,200</u>

STEPS 6 & 7: Total Estimated costs of 3.75% longevity increment

	<u>Present Salary Schedule</u>	<u>Proposed Salary Schedule</u>
Cost of 3.75% increment for all "F" step employees 1971-72	\$ 791,000	\$ 846,400
Less estimated 50% ineligible 1971-72	(395,500)	(423,200)
<b>TOTAL ESTIMATED COST 3.75% increment 1971-72</b>	<u>\$ 395,500</u>	<u>\$ 423,200</u>
<b>PROJECTED INCREASED COSTS FOR FUTURE YEARS</b> (@ 15% annual increase in number of employees eligible for 3.75% increment)		
FY 1972-73	\$454,800	\$486,700
FY 1973-74	523,000	559,700
FY 1974-75	601,500	643,700
FY 1975-76	691,700	740,200

" STP 7: Percent of General Fund classified positions that are federally funded.

DEPT.	CONTACT	FEDERAL FUNDS	
		%	AMOUNT
✓ Education	Nat Cole	35%	1,710,000
✓ State Operated Schools	Nat Cole	45%	10,470,000
✓ Health & Welfare	Pager Lange	15%	2,270,000
✓ Labor	Al Gordon	80%	\$ 4,500,000
✓ Fish & Game	Vern Roberts	5%	430,000
✓ Military Affairs	Lois Richardson	60%	640,000
TOTAL GENERAL FUND PERSONAL SERVICES		16.8%	20,590,000

Pouch V,  
State Capitol Bldg.  
Juneau, Alaska 99801  
March 11, 1971

Mr. Keith Stell  
Route 2, Box 777  
Juneau, Alaska 99801

Dear Keith:

Thanks so very much for your letter of March 9th and especially thank you for your support of House Bill 32.

Both the quality and quantity of your letters of February 23rd are superb and I am hopeful they will have a positive effect relative to the passage of this bill.

Again, many, many thanks and best personal regards.

Sincerely,

Mike Miller, Representative  
District Four, (Juneau)

March 9, 1971

*Mike Miller*  
*write to*

Representative Mike Miller  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Mike,

Thank you for your introduction of House Bill No. 32. I appreciate the effort and thought and consideration you have given this bill.

I have sent personal letters to several Senators and Representatives with carbons to you concerning the bill for whatever good it will do. At any rate, I took the opportunity to put in my two cents as a State employee and I again thank you for your interest.

Sincerely,



Keith Stell

February 23, 1971

Senator Butrovich  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Butrovich:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of this recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

February 23, 1971

Senator Koslosky  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Koslosky:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of this recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

February 23, 1971

Senator Lewis  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Lewis:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of this recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

February 23, 1971

Senator Palmer  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Palmer:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of this recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

February 23, 1971

Senator Rettig  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Rettig:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of this recognition in the forms of the pay increment as set forth by Representative Miller would provide a positive impetus for their continue growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

February 23, 1971

Senator Hensley  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Hensley:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of this recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

February 23, 1971

Senator Ray  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Ray:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 8, 1971

Senator Thomas  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Thomas:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 8, 1971

Senator Groh  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Groh:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 8, 1971

Senator Merdes  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Senator Merdes:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 8, 1971

Representative Holeman  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Representative Holeman:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 9, 1971

Representative Degnan  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Representative Dagnan:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 9, 1971

Representative Detman  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Representative Detman:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stall

cc: Representative Mike Miller

March 9, 1971

Representative Warwick  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Representative Warwick:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 9, 1971

Representative Wright  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Representative Wright:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 9, 1971

Representative Fink  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Representative Fink:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

March 9, 1971

Representative Haugen  
Pouch Y  
State Capitol Building  
Juneau, Alaska 99801

Dear Representative Haugen:

This letter to you is for the express purpose of encouraging you to place your legislative support in favor of House Bill No. 32 which is "An act relating to pay increments for State employees and providing for an effective date", introduced by Representative Mike Miller.

It is my personal feeling that recognition should be given to long term faithful employees of the State of Alaska. I believe that the employees receipt of the recognition in the form of the pay increment as set forth by Representative Miller would provide a positive impetus for their continued growth and development as State employees in Alaska.

I am certain that we have some so called "dead wood" employees who have reached the F Step but I feel that by large the employees who are with us after six years are the dedicated, knowledgeable and experienced employees and they should be given recognition at least every two years for that fact. As for the "dead wood", if the bill becomes law we can say to them, "Say mister, how about getting to work and earning that two year increment that the State Legislature has thoughtfully provided you."

I believe that the psychology of this bill is sound and I believe that the State of Alaska should provide it's dedicated employees with goals and recognition to strive for in the remaining fourteen or fifteen years of service that they have with the State. To do otherwise is to almost forget about these employees and say to them that "you may go ahead and work but we are going to take it for granted that you will be here the remaining fourteen years."

Sincerely,

Keith Stell

cc: Representative Mike Miller

Pouch V,  
State Capitol  
Juneau, Alaska

3/11/71

Mrs. Margaret Speer  
Douglas, Alaska

Dear Mrs. Speer:

Your letter of March 1st is much appreciated as is your support for House Bill 32.

As I am sure you know, I am really anxious to see passage of this legislation and it will continue to receive my wholehearted support.

Sincerely,

Mike Miller, Representative  
District Four, (Juneau)

Douglas, Alaska  
March 1, 1971

The Honorable Mike Miller  
Alaska State Representative  
State Affairs Committeeman  
Pouch "Y"  
State Capitol Building  
Juneau, Alaska 99801

Dear Sir:

I refer to House Bill No. 32 which proposes a 3.75% increase in pay for those state employees who are in Step F. This increase to be effective every two years.

This plan represents an increase of but 1.87½% a year!

The adopted slogan of the Alaska State Employees is, "Merit must be the only Measure".

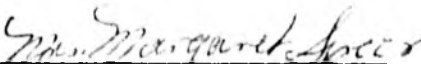
There cannot be any doubt that those employees "frozen" in Step F are in Step F due to the fact that they actually practiced this slogan, "Merit". Their daily performance is constantly "Measured" with integrity and diligence.

Recognition of MERIT please!

I cannot interpret Mr. Henri's statement. Quote -- "We do not -- until it's necessary to get on with the people's business". Is he asking for unrest - discontent - disinterest - the reverse of that of loyalty and dedication?

I do hope you will continue to support House Bill No. 32 on behalf of the state employees in spite of all opposition. I am filled with remorse, that according to Mr. Henri, I must reverse my policy of dedication. In order to receive fair and honest regard, I must show unworthy characteristics that I may prove to Mr. Henri that a financial remuneration is necessary before I "get on with the people's business."

Sincerely,

  
Mrs. Margaret Speer

Pouch V,  
State Capitol Bldg.  
Juneau, Alaska 99801  
March 29, 1971

Mr. Boyd A. Karrer  
209 N. Franklin St.  
Apt. #2  
Juneau, Alaska, 99801

Dear Mr. Karrer:

This is just a short note to acknowledge your letter of March 19th in which you present several thoughtful suggestions primarily in the area of state employee relations. As you are probably aware, I strongly support legislation which will give employees at least an 8% increase this year (and would have supported a higher amount if it had been possible to "sell" a higher percent in the House State Affairs committee).

In addition, I have sponsored House Bill 32, a copy of which is enclosed for your information. Again, many thanks for taking the trouble to acquaint me with your views.

Sincerely,

Mike Miller, Representative  
District Four, (Juneau)

Enclosure:

1 copy of HB 32

March 19, 1971

State Representative Michael Miller  
Attn Senator Bill Ray

This morning on the news report, I heard some recommendations regarding State Employees pay raise, and I believe much of the recommendation was from the House Finance Committee.

One of the greatest pains many of us have in State employment is that we are not allowed to take the place of the AFSA. How can we do this? I would not be able to cover all State employees. The classifications should be reviewed for equity. This means that in other agencies where the State employees were in progress, also to the point of some classifications being on strike pending better conditions. This would seriously hinder operations of the department. If you think this is not being considered, I think you are right. The State employees are no different than any other group, it's just a matter of time.

I think a more equitable method would be to eliminate the time and one half, which has created many problems. If the agencies were permitted to staff to a

reasonably functional level, overtime abuse would be minimized again. The odd shift differential is a necessity.

The thought of going to a 40 hour week isn't too likeable, but it may be practical.

Has any thought, serious thought, been given to raising the state income tax? I haven't seen any serious thought about it. This means everyone in the labor force would help pay the bills, not just the 9000 state employees who apparently are being used as political pawns.

In summary, if you want some serious labor problems in state government, let organized labor take over the state employees. They have done close in the past. Only the state of Alaska it was to save them, not the legislators who control the budget and economics of the 9000 state employees.

Ray A. Kerner  
209 N. Franklin, Apt 2  
Juneau, 99801

March 31, 1972

Ms. Ruth M. Cryan  
P.R. 4, Box 4545-15  
Juneau, Alaska 99801

Dear Ms. Cryan:

I appreciate your letter of March 27 relative to HB 32. As sponsor of this bill, I certainly join you in feeling that this bill is not only the best interest of long-term employees but in the best interest of the state as well.

At present this bill is under consideration by the House Finance Committee and we hope it will be available for consideration of the floor in the not-too-distance future.

Sincerely,

Mike Miller, Representative  
District Four (Juneau)

May 27, 1972

RR 4 Box 4545-15

Juneau, Alaska 99801

Representative Mike Miller -

Dear Sir -

Please use your influence to move  
bill HB 32 from the Finance Committee.  
Those of us interested in longevity pay are  
dedicated employees of the State of Alaska.  
Many of us are experts in his or her line  
of work. Passage of this bill would certainly  
be an incentive to us all.

Thank you.

Sincerely yours,  
Gret Morgan, Dir. of Finance  
Department of Administration

April 10, 1972

Mr. Ward Lamb  
331 Gastineau #1  
Juneau, Alaska 99801

Dear Mr. Lamb:

Thanks so much for your recent letter and your thoughts on HB 32. I was particularly interested in your statement that if there is a longevity pay bill passed, it should authorize longevity increases only for those employees whose work quality would ordinarily entitle them to merit increases. This provision is definitely a part of the bill that the House Finance Committee is considering.

You might be interested to know that about 20 per cent of all state employees are in Step F. The majority of these, because of educational and/or experience requirements, will not qualify for reclassification to higher graded jobs. Even under the terms of HB 32, they will not qualify for frequent longevity increases, but at least they will do so occasionally, which I believe should act as a continuing stimulus for meritorious work standards.

Incidentally, the Dental Insurance Bill has been passed out of State Affairs Committee and is under consideration by the Finance Committee. Increased retirement benefits have also passed through State Affairs and are awaiting consideration by the Finance Committee. I am hopeful for passage of all of these bills.

Again, thank you for taking the time to advise me of your thoughts.

Sincerely,

Miko Miller, Representative  
District Four (Juneau)

3-28-72

Representative Mike Miller  
Pouch V, Juneau

Dear Mr. Miller:

This is in response to your report on HB 32, longevity, in the ASEA legislative report.

Probably because I am a relative newcomer to Alaska State Service, level 20, step B, I cannot invest myself into the need for longevity pay & your concern for it. However, I will not proffer my dissent to the legislators that you suggest we write to encourage this bill. So, you can "cash can" this letter & be assured that I will be no damper to this initiative.

Only 2 of my staff of 15 (including me) are at the step F level, and I have gotten no indication from these two that they feel underpaid in relation to other, more recent hires in their class.

I was glad last year when the minimum state salary was raised, as I think those in lower salary ranges are the ones who need increases - - more increases. Though, I'll admit that I made no effort to help them gain this.

And I encourage efforts to increase re -

Retirement benefits. This, to me, is a better way to recognize long & faithful service.

Another way to put it is that one on my level in the first step of \$1466 probably doesn't have any less expenses than one in the top step of that level. And I do not think that one in his sixth or seventh year is necessarily more valuable than one in his 4<sup>th</sup> or fifth.

In essence I believe that if there is any longevity pay that it should be directly connected with merit -- unusual or superb performance.

At the same time I believe that one on the level 8 beginning step is more in need of financial upgrading than one on the top level of that step. Because that's a subsistence level salary.

Dental insurance is fine, especially for those on lower levels, who can ill-afford this expense from their own pockets. But I don't personally feel any need for it.

Sincerely yours,  
Ward Famb  
331 Gastineau #1