

COMMITTEE REPORT

2/11/75

SENATE

Mr. President:

Date \_\_\_\_\_

The Committee on FINANCE has had SB 75 supplemental approp. to the University of Alaska

under consideration. A Majority of the members of the Committee

( ) recommends it DO PASS

( ) recommends it DO NOT PASS

( ) recommends it DO PASS WITH ATTACHED AMENDMENT(S)

recommends it BE REPLACED WITH CS FOR SB 76 AND THAT

CS FOR SB 76 ~~DO PASS.~~ BE REPORTED OUT WITH INDIVIDUAL RECOMMENDATIONS

( ) "and" recommends it BE REFERRED TO THE

COMMITTEE

( ) reports it back WITHOUT RECOMMENDATION

( ) "other"

Members signing the Majority report:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Members NOT concurring in the Majority report:

\_\_\_\_\_ recommends:  
\_\_\_\_\_ recommends:  
\_\_\_\_\_ recommends:  
\_\_\_\_\_ recommends:  
\_\_\_\_\_ recommends:

\_\_\_\_\_ Chairman

Genie Chance  
Senator Chance

Susan Sullivan  
Representative Sullivan

Clem Tillion  
Senator Tillion

Helen Beirne  
Representative H. Beirne

HCS  
CSSB  
76  
(Fin)

The Free Conference Committee Letter of Intent follows:

"FREE CONFERENCE COMMITTEE LETTER OF INTENT  
FOR  
FREE CONFERENCE COMMITTEE SUBSTITUTE  
FOR  
HCS for CSSB 76

It is the intent of the Free Conference Committee on HCS for CSSB 76 to fund the arbitrated FY 75 contract for community college instructors at the following levels:

Cost of Negotiations	\$	0
Formal Grievance Procedure		5,000
Travel		2,400
Site Visitation		5,700
Offices		10,000
Substitutes		54,600
Overloads		45,000
Summer Employment		105,000
Less than Full Time Employment		5,000
Placement and Salary Increase		659,100
Area Cost of Living		105,000
Cost of Living Escalator (6.5%)		292,900
Parking		0
Lounge		0
Continuing Education		12,900
Professional Development Leave		0
Annual Leave		66,100
Union President Released Time		2,300
	TOTAL	\$1,371,000

SENATE MEMBERS

HOUSE MEMBERS

John Rader  
John Rader, Chairman

Jim Duncan  
Jim Duncan, Chairman

Genie Chance  
Genie Chance

Susan Sullivan  
Susan Sullivan

Clem V. Tillion  
Clem V. Tillion

Helen Beirne  
Helen Beirne

Senator Kerttula moved and asked unanimous consent that Senate action on the above Free Conference Committee report be deferred to a later time. Without objection, it was so ordered.

INTRODUCTION AND REFERENCE OF SENATE BILLSSB  
465

SENATE BILL NO. 465 by Senator Huber, entitled:

"An Act relating to the ferry transportation Act; and providing for an effective date."

was read the first time and referred to the State Affairs Committee and the Finance Committee.

SB  
466

SENATE BILL NO. 466 by Senator Huber, entitled:

"An Act relating to attorney fees in workmen's compensation and malpractice actions."

was read the first time and referred to the Judiciary Committee.

Senator Kerttula moved and asked unanimous consent that the Senate recess to a call of the Chair for Democratic caucus. Without objection, the Senate recessed at 10:18 a.m.

AFTER RECESS

The Senate reconvened at 12:10 p.m.

Senator Kerttula moved and asked unanimous consent that the Senate recess until 1:30 p.m. Without objection the Senate recessed at 12:11 p.m.

AFTER RECESS

The Senate reconvened at 2:46 p.m.

CSHB Senator Miller requested that the reconsideration of COM-488 MITTEE SUBSTITUTE FOR HOUSE BILL NO. 488 be taken up at am S this time.

HOUSE BILLS IN THIRD READING

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 488 amended by the Senate (election campaigns) was read the third time.

Senator Miller moved and asked unanimous consent that the bill be referred to the State Affairs Committee. There being no objection, it was so ordered.

Original sponsor: The Rules Committee by  
request of the Governor

Offered: 4/30/75  
Referred: Rules

1 IN THE SENATE

BY THE FINANCE COMMITTEE

2 CS FOR SENATE BILL NO. 76

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the  
7 University of Alaska; and providing for an effective  
8 date."

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

10 \* Section 1. The sum of \$546,100 is appropriated from the general fund to  
11 the University of Alaska for the fiscal year ending June 30, 1975, to pay the  
12 following estimated costs of the arbitrated 1975 contract for community  
13 college instructors:

14 Area cost-of-living differential	\$ 111,600
15 Salary increases	<u>434,500</u>
	\$ 546,100

16  
17 \* Sec. 2. This Act takes effect immediately in accordance with AS 01.10.-  
18 070(c).

Original sponsor: Rules Committee by  
request of the Governor

Offered: 5/29/75  
For Today's Calendar

1 IN THE SENATE

BY THE FINANCE COMMITTEE

2 HOUSE CS FOR CS FOR SENATE BILL NO. 76 (Finance)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the  
7 Department of Administration for state salaries; and  
8 providing for an effective date."

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

10 \* Section 1. The sum of \$1,455,500 is appropriated from the general fund  
11 to the Department of Administration for fiscal year 1975, to pay the esti-  
12 mated full costs of the arbitrated 1975 contract for community college  
13 instructors.

14 \* Sec. 2. The sum of \$5,845,400 is appropriated to the Department of  
15 Administration for fiscal year 1975 to pay the unfunded costs related to  
16 salary increases, primarily the cost-of-living allowance. The appropriation  
17 is funded as follows:

18	General Fund	\$5,607,100
19	Fish and Game Fund	212,400
20	Agricultural Loan Fund	6,300
21	Veterans' Loan Fund	12,800
22	Surplus Property Reserve Account	6,400
23	Second Injury Fund	<u>400</u>
24		\$5,845,400

25 \* Sec. 3. The sum of \$4,228,400 is appropriated to the Department of  
26 Administration for fiscal year 1975 to pay the salaries of state employees  
27 covered by the general government contract settlement. The appropriation is  
28 funded as follows:

29 Fiscal Year 1975

1	General Fund	\$3,576,100
2	International Airport Revenue Fund	121,800
3	Fish and Game Fund	40,600
4	Highway Working Capital Fund	13,900
5	Teachers' Retirement System	9,700
6	Public Employees' Retirement System	9,700
7	Agricultural Revolving Loan Fund	1,700
8	Veterans' Revolving Loan Fund	17,700
9	FICA Fund Reserve Account	1,700
10	Surplus Property Account	7,600
11	Second Injury Fund	1,700
12	Sick and Disabled Fishermen's Fund	1,700
13	Donated Commodities Fee Reserve Account	1,700
14	Federal Program Receipts	<u>422,800</u>
15		\$4,228,400

16 \* Sec. 4. The sum of \$2,652,800 is appropriated from the general fund to  
17 the Department of Administration for fiscal year 1975 to pay the cost of  
18 salary increases for state employees not covered by any collective bargaining  
19 agreement.

20 \* Sec. 5. Notwithstanding the provisions of AS 37.07.080(e) pertaining to  
21 appropriation transfers, the division of budget and management is authorized  
22 to transfer the appropriate amounts shown in secs. 1 - 4 of this Act between  
23 program categories or agencies as required for salary increase purposes.

24 \* Sec. 6. This Act takes effect immediately in accordance with AS 01.10.-  
25 070(c).

SCR and Senators Butrovich and Sackett signed "no recommenda-  
19 tion"; Senators Chance and Hohman signed "Do pass."

SENATE CONCURRENT RESOLUTION NO. 19 was referred to the Rules Committee.

CSHB The Finance Committee has had COMMITTEE SUBSTITUTE FOR  
279 HOUSE BILL NO. 279 amended (supplemental appropriation for  
am the Capital Site Selection Committee) under consideration,  
and reports it back as follows: Senator Ray, Chairman,  
signed "Do Pass"; Senators Chance and Hohman signed "no  
recommendation"; Senators Butrovich and Sackett signed  
"Do not pass."

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 279 amended was referred to the Rules Committee.

SB The Finance Committee has had SENATE BILL NO. 76 (supple-  
76 mental appropriation to the University of Alaska) under  
consideration, and the committee recommends it be replaced  
with COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 76 and  
reports the committee substitute back as follows: Senator  
Ray, Chairman, and Senators Butrovich and Sackett signed  
"Do pass"; Senators Rader, Hohman, Chance and Poland  
signed "no recommendation."

SENATE BILL NO. 76 was referred to the Rules Committee.

The Finance Committee's letter of intent follows:

"SENATE FINANCE COMMITTEE REPORT  
FOR CSSB 76

The Senate Finance Committee has approved FY 75 supplemental funding for salary increases and area cost-of-living differentials included in the University of Alaska Community College Faculty Contract. The amounts appropriated are based upon estimates that were developed by the Alaska Community Colleges' Federation of Teachers.

The following sections of the contract describe the effect of this committee substitute upon the union and university:

"13.4 Saving Clause

. . . . .

In the event of any such court or administrative decision or in the event of failure of the legislature to appropriate money or enact legislation as expressly contemplated herein, the parties agree that, upon written request by either party, the parties shall promptly reopen this agreement for the specific and limited purpose of negotiating language to deal with

STANDING COMMITTEE REPORTS

The Finance Committee has had SENATE BILL NO. 181 (loans for the construction of hatchery facilities) under consideration, and a majority of the committee recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 181, entitled:

SB  
181

"An Act relating to loans for the construction of hatchery facilities; and providing for an effective date."

and reports it back as follows: Senator Ray, Chairman, and Senators Butrovich, Rader and Poland signed "do pass"; Senators Sackett, Hohman and Chance signed "no recommendation."

SENATE BILL NO. 181 was referred to the Rules Committee.

The Finance Committee has had COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 251 (supplemental appropriation to the Department of Health and Social Services) under consideration, and the committee recommends it do pass. The report was signed by Senator Ray, Chairman, and concurred in by Senators Butrovich, Sackett, Hohman, Chance, Rader and Poland.

CSHB  
251

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 251 was referred to the Rules Committee.

The Finance Committee has had SENATE CONCURRENT RESOLUTION NO. 17 (peace officer training programs related to treatment of rape victims) under consideration, and recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE CONCURRENT RESOLUTION NO. 17,

SCR  
17

Relating to peace officer training programs related to treatment of rape victims,

and reports it back as follows: Senator Ray, Chairman, and Senators Butrovich and Sackett signed "no recommendation"; Senators Chance and Hohman signed "do pass."

SENATE CONCURRENT RESOLUTION NO. 17 was referred to the Rules Committee.

The Finance Committee has had SENATE CONCURRENT RESOLUTION NO. 19 (special investigative units for cases involving sexual offenses) under consideration, and the committee recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE CONCURRENT RESOLUTION NO. 19,

SCR  
19

Relating to special investigative units for cases involving sexual offenses,

and reports it back as follows: Senator Ray, Chairman,

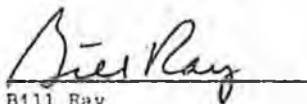
the application ruled invalid or not appropriated or not enacted or to replace the provisions ruled invalid. If this agreement is so reopened, all the remaining terms shall remain in effect. The written request shall state what provisions or applications were invalidated upon which it is proposed to negotiate, the substance of the rights affected, and the substance of the proposed amended provisions.

SB  
76

If the parties are unable to agree on the proposed amendments, then the matter at issue shall be submitted to mediation, and if the parties are thereafter unable to agree, the matter shall then proceed to arbitration in the manner provided by Step 3 of the grievance procedure.

### 13.5 Legislative Appropriation

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation, by amendment of law or by providing additional funds therefor, shall not become effective until the appropriate legislative body has given approval."



Bill Ray  
Chairman  
Senate Finance Committee"

The Finance Committee has had SENATE BILL NO. 195 (coverage of correctional officers under Public Employees' Retirement System) under consideration, and the committee recommends it do pass. The report was signed by Senator Ray, Chairman, and concurred in by Senators Butrovich, Sackett, Hohman, Chance, Rader and Poland.

SB  
195

SENATE BILL NO. 195 was referred to the Rules Committee.

The Resources Committee has had HOUSE CONCURRENT RESOLUTION NO. 31 (proposed trans-Alaska gas pipeline) under consideration, and the committee recommends it do pass. The report was signed by Senator Poland, Chairman, and concurred in by Senators Rader, Rodey, Huber, Orsini, Meland and Butrovich.

HCR  
31

HOUSE CONCURRENT RESOLUTION NO. 31 was referred to the Rules Committee.

The Resources Committee has had HOUSE BILL NO. 151 (log brands) under consideration, and reports it back as follows: Senator Poland, Chairman, and Senators Rodey and Orsini signed "Do pass"; Senators Huber, Meland and Butrovich signed "no recommendation."

HB  
151

HOUSE BILL NO. 151 was referred to the Rules Committee.

SB 315 The Resources Committee has had SENATE BILL NO. 315 (creating a special fish and game prosecutor) under consideration, and a majority of the committee recommends it do pass. Senators Rodey, Huber and Meland signed the majority report. Senator Poland, Chairman, signed "no recommendation." Senator Orsini signed "Do not pass."

SENATE BILL NO. 315 was referred to the Finance Committee.

SB 316 The Resources Committee has had SENATE BILL NO. 316 (special appropriation for the special prosecutor for fish and game matters) under consideration, and the committee reports it back as follows: Senator Poland, Chairman, and Senators Orsini and Meland signed "no recommendation." Senators Rodey and Huber signed "Do pass."

SENATE BILL NO. 316 was referred to the Finance Committee.

Senator Orsini moved and asked unanimous consent that his recommendation on SENATE BILL NO. 316 be changed to "Do pass if amended." Without objection, it was so ordered.

HB 257 The Resources Committee has had HOUSE BILL NO. 257 (special appropriation to the Gas Pipeline Impact Committee) under consideration, and the committee recommends it do pass. The report was signed by Senator Poland, Chairman, and concurred in by Senators Rodey, Huber, Orsini and Meland.

HOUSE BILL NO. 257 was referred to the Finance Committee.

CSHB 258 am The Resources Committee has had COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 258 amended (creating the Gas Pipeline Impact Committee) under consideration, and the committee recommends it do pass. The report was signed by Senator Poland, Chairman, and concurred in by Senators Rodey, Huber, Orsini and Meland.

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 258 amended was referred to the Finance Committee.

SB 382 The Community and Regional Affairs Committee has had SENATE BILL NO. 382 (state aid to local governments) under consideration, and the committee recommends it do pass. The report was signed by Senator Rodey, Chairman, and concurred in by Senators Willis and Bradley.

SENATE BILL NO. 382 was referred to the Finance Committee.

HB 302 am The Community and Regional Affairs Committee has had HOUSE BILL NO. 302 amended (revenue sharing for road maintenance) under consideration, and the committee recommends it do pass. The report was signed by Senator Rodey, Chairman, and concurred in by Senators Willis and Bradley.

SB  
76

The Finance Committee has had SENATE BILL NO. 76 (supplemental appropriation to the University of Alaska) under consideration, and the committee recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 76 and reports the committee substitute back as follows: Senator Ray, Chairman, and Senators Butrovich and Sackett signed "Do pass"; Senators Rader, Hohman, Chance and Poland signed "no recommendation."

SENATE BILL NO. 76 was referred to the Rules Committee.

The Finance Committee's letter of intent follows:

"SENATE FINANCE COMMITTEE REPORT

FOR CSSB 76

The Senate Finance Committee has approved FY 75 supplemental funding for salary increases and area cost-of-living differentials included in the University of Alaska Community College Faculty Contract. The amounts appropriated are based upon estimates that were developed by the Alaska Community Colleges' Federation of Teachers.

The following sections of the contract describe the effect of this committee substitute upon the union and university:

"13.4 Saving Clause

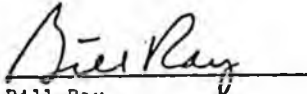
.....  
In the event of any such court or administrative decision or in the event of failure of the legislature to appropriate money or enact legislation as expressly contemplated herein, the parties agree that, upon written request by either party, the parties shall promptly reopen this agreement for the specific and limited purpose of negotiating language to deal with

the application ruled invalid or not appropriated or not enacted or to replace the provisions ruled invalid. If this agreement is so reopened, all the remaining terms shall remain in effect. The written request shall state what provisions or applications were invalidated upon which it is proposed to negotiate, the substance of the rights affected, and the substance of the proposed amended provisions.

If the parties are unable to agree on the proposed amendments, then the matter at issue shall be submitted to mediation, and if the parties are thereafter unable to agree, the matter shall then proceed to arbitration in the manner provided by Step 3 of the grievance procedure.

13.5 Legislative Appropriation

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation, by amendment of law or by providing additional funds therefor, shall not become effective until the appropriate legislative body has given approval."

  
Bill Ray  
Chairman  
Senate Finance Committee"

SB  
76

REACTION: The University position is inaccurate and unclear. The Labor-Management Committee (provided for in the contract) has to date received at least 14 notices of "University intent not to rehire for FY 76". Retraining of these individuals as provided for in the contract is apparently viewed by the University as a no-cost item.

UNION PROPOSAL: Assuming that the University intends to fulfill its contractual obligations regarding retraining of faculty sent notices of "intent not to rehire" the Union raises no objection at this time.

8.1 c & Placement of Personnel on Salary Schedule--UNION ESTIMATE  
8.2

REACTION: Union agrees with sentence one. However, cost analysis is erroneous. Our basis is taken from the calculated figures of the Union-University Salary Placement Committee.

UNION PROPOSAL:

FY 75--Sept. 1, 1974--June 30, 1975 (and includes the 16% fringe benefit cost)

FY 75 TOTAL

\$624,042 \*

FY 76--July 1, 1975--June 30, 1976 (and includes the 16% fringe benefit cost) \*

FY 76 TOTAL

\$4,976,216 \*

\*note: The FY 76 figures includes the estimated 59 new hires projected by the University.

- \* Figures worked up from the Union-University Salary Placement Committee study indicate that salary increases from Sept. 1, 1974 through Dec. 31, 1974 total \$125,924. Increases from January 1, 1975 through June 30, 1975 total \$412,044. These figures are added, and then increased by 16% to reflect the cost of fringe benefits. Thus the total salary INCREASE for FY 1975 is \$624,042.
- \*\* Assuming one vertical increment and no horizontal movement per bargaining unit member, the average projected salary for a unit member in FY 1976, including fringe benefits, is \$22,526. Mullinger's University figures project 221 unit members for FY 1976. Multiplying these two we get \$22,526 X 221=\$4,976,246 as the total cost for bargaining unit member salaries for FY 1976.

## SENATE BILL NO. 76

## SUPPORTING DETAIL

<u>COST ITEMS</u>	<u>FY 75</u>	<u>FY 76</u>	<u>INCREASE ELEMENT</u>
Cost of negotiations	14.9	14.9	
Formal Grievance Procedures	70.0	105.0	Best estimate
Travel	1.7	5.1	Full year
Site visitation	5.7	17.1	Full year
Offices	35.0	35.0	Pledged expenditures
Substitutes	54.6	136.5	Full year
Overloads	56.7	125.0	Full year
Summer employment	-0-	56.7	30 courses X 3 credit hours X average salary \$630
Less than full-time employment	8.5	17.0	Full year
Placement	189.6	189.6	
Salary Increase	376.8	492.5	Full year
Area cost of living	109.2	109.2	
Parking	8.0	12.0	Normal cost of maintenance and police
Lounge	3.5	1.0	Additional equipment
Continuing education	12.9	33.5	Full year plus estimated increase
Professional leave	-0-	98.7	9 persons at half salary of \$18,000 plus 16%
Annual leave	66.1	150.0	Full year plus increase
President of union release time	2.3	4.6	Full year
FY 75	<u>1,015.5</u>	<u>1,603.4</u>	
FY 76 SALARY ADJUSTMENT*		251.4	
		<u>1,854.8</u>	

\*Salary items increase by 9.7% for 1-1-76 increase, 6.5% step increase and 1% increase in fringe benefits on total salaries as adjusted.

*Return to Lois Sturgis  
Sen. Fin. Comm.*

Introduced: 1/28/75  
Referred: Health, Education  
and Social Services and  
Finance

1 IN THE SENATE

*Senate Fin CS*

BY THE RULES COMMITTEE BY  
REQUEST OF THE GOVERNOR

2 SENATE BILL NO. 76

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINETH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the  
7 University of Alaska; and providing for an effective  
8 date."

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

10 \* Section 1. The sum of ~~\$900,000~~<sup>546,100</sup> is appropriated from the general fund  
11 to the University of Alaska for the fiscal year ending June 30, 1975, to  
12 pay the following estimated costs of the arbitrated 1975 contract for  
13 community college instructors:

14	<del>Substitute pay</del>	\$	<del>5,000</del>
15	<del>Special assignments</del>		<del>5,000</del>
16	<del>Overload contract</del>		<del>50,000</del>
17	<del>Mileage between teaching locations</del>		<del>1,500</del>
18	<del>Office space</del>		<del>35,000</del>
19	Area cost-of-living differential		<del>285,500</del> 111,600
20	<del>Reserved parking</del>		<del>10,000</del>
21	<del>Continuing education, spouse and children</del>		<del>12,000</del>
22	Salary increases		<del>500,000</del> 434,500
23	<del>Cost-of-living increases</del>		<del>98,000</del>
24			<hr/> \$ <del>900,000</del> 546,100

25 \* Sec. 2. This Act takes effect immediately in accordance with AS 01.-  
26 10.070(c).

March 14, 1975

# ALASKA COMMUNITY COLLEGES FEDERATION OF TEACHERS

LOCAL 2404 AFFILIATED WITH AFL CIO

2546 PROVIDENCE DRIVE ANCHORAGE, ALASKA 99503

Senate Members  
Alaska Senate Finance Committee  
Pouch V  
Juneau, Alaska 99801

Dear Senators:

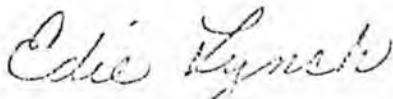
Alaska Community Colleges' Federation of Teachers wish to thank you for this opportunity to present our suggestions for revisions to Senate Bill No. 76. We feel that our calculations are more broadly based in fact than those of the University administration (Hullinger report: Supporting Detail, Feb. 28), and we hope that our figures because they are fairly well refined, will be useful to you in computing actual dollar appropriations. In our attached report each contract cost is itemized adjacent to the University projected cost so that differentials can easily be identified.

We have attempted to present both the data bases from which our figures were abstracted, and an outline of the computations themselves, in an effort to assist you in understanding the motivation behind our proposals. Copies of supportive data are enclosed.

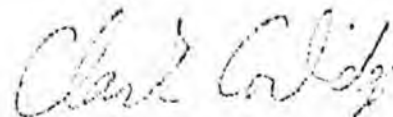
Because of financial problems which have occurred within the University in the past, we suggest that funds appropriated in this bill be earmarked strictly for expenditure within the Alaska community college bargaining unit. Any transferability provisions should be limited, and preferably limited explicitly to a particular community college.

We would be happy to make ourselves available in Juneau to present this information and explain it to the Finance Committee, if you would so desire. As much advance notice as possible would be greatly appreciated, but we can probably be present on 48 hour notice. Please feel free to call any of us at any time to provide any explanations which would be helpful to you.

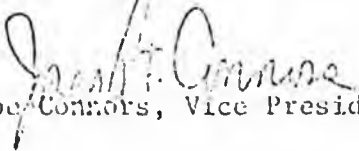
Again, thank you for this opportunity to present our suggestions. We hope you find them helpful.



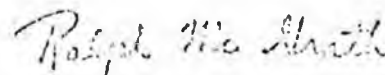
Edie Lynch, President, ACCFT Local 2404



Clark Corbridge, ACCFT Chief Negotiator



Joe Connors, Vice President, ACCFT



Ralph Mc Grath, ACCFT Negotiator

Attached:

Office Need Survey (Pond Report)  
Summer Session Study (Connors Report)

## SENATE BILL NO. 76

## ALASKA COMMUNITY COLLEGES' FEDERATION OF TEACHERS

## COST ANALYSIS

<u>COST ITEM</u>	<u>UNION</u> <u>FY 75</u>	<u>UNIV.</u> <u>FY 75</u>	<u>UNION</u> <u>FY 76</u>	<u>UNIV.</u> <u>FY 76</u>
Cost of negotiations	0.0	10.9	11.6	11.9
Formal Grievance Procedures	91.0	70.0	18.0	105.0 *
Travel	2.4	1.7	7.2	5.1
Relocation	0.0	0.0	0.0	0.0
Site Visitation	5.7	5.7	*103.0	17.1
Offices	516.0	<del>25.0</del>	234.0	35.0
Clerical Support	0.0	0.0	43.2	0.0
Substitutes (ACCUMULATED LEAVE)	51.5	51.5	125.3	156.5
Overloads	24.4	56.7	259.5	125.0
Summer Employment	472.0	0.0	1,086.7	56.7
Less than Full Time Employed	8.5	8.5	0.0	17.0
Retraining	0.0	0.0	0.0	0.0
Placement & Salary Increase	659.1	54.1	0,978.2 ##	682.1
Area Cost of Living	113.0	109.2	135.5	109.2
Fringe Benefits	0.0	0.0	0.0	0.0
Parking	0.0	8.0	0.0	12.0
Lounge	3.5	3.5	1.0	1.0
Continuing Education	0.0	12.9	0.0	30.5
Professional Leave	0.0	0.0	101.4	98.7
Annual Leave	325.4	66.1	374.8	159.0
Checkoff	0.0	0.0	0.0	0.0
Union President Release	2.1	2.3	6.5	4.6
FY 76 Univ. Salary Adjustment				251.4
Cost of Living Escalator	292.9	*	995.7	*
TOTALS	<del>2,000.0</del>	1,031.2	<del>3,000.0</del> ##	1,854.8 *
	<u>UNION</u> <u>FY 75</u>	<u>UNIV.</u> <u>FY 75</u>	<u>UNION</u> <u>FY 76</u>	<u>UNIV.</u> <u>FY 76</u>

\* The University made no projection for the Cost of Living Escalator and the Union estimate is based on a 7 1/2 % for FY 75 and 8% for FY 76.

## The Union figure cited here is the TOTAL COST for bargaining unit member salaries for FY 76. (or is included in the final totals for FY 76.)

5 1.5 Cost of Negotiations UNION ESTIMATE

REACTION: The Union does not feel the University projected cost of 14,900 is accurate or justified. Since 80% of the bargaining unit members are from Anchorage and the contract calls for negotiations to be held in Anchorage it seems inappropriate that " 3 persons traveling from outside Anchorage have to fly in 30 times". Selection of Anchorage negotiators and negotiation sessions of a longer duration would alleviate much of this administrative cost. The costs cited are purely administrative.

UNION PROPOSAL:

That 2 of the 3 University negotiators be from the Anchorage area and that no more than 10 trips are needed for outside travel. Therefore:

FY 75--No cost, negotiations are over with.		
FY 76--One University negotiator travel from outside Anchorage making	FY 75 TOTAL	0
10 trips @ average cost \$110 per trip		\$ 1,100
Lodging and meals in Anchorage \$50 per day X 30 days		1,500
Cost for 3 Union negotiators substitute teacher (Provided for in the contract)		
3 (negotiators) X 100 (sub. pay) X 30 (days)		9,000
Cost for 3 University negotiators should be absorbed as part of their contractual agreement. We calculate that this would be in excess of 13,800.		
	FY 76 TOTAL	11,600

7 4 Grievance and Complaint Procedure UNION ESTIMATE

REACTION: The contract states that the University-Union objective is "to encourage the prompt and informal resolution of complaints . . ." and thus we find University costs to be excessive--their costs suggest that grievances always go to the final remedy of arbitration. Interestingly, the University's projected cost of \$70,000 is in excess of the total monies that will be collected by the Union for its entire operating costs during the life of the contract!

UNION PROPOSAL:

FY 75--One major grievance @ \$5,000	\$	5,000
Five minor grievances @ \$750		3,750
Travel \$250		250
	FY 75 TOTAL	9,000
FY 76--Two major grievances @ \$5,000	\$	10,000
10 minor grievances @ 750		7,500
Travel \$500		500
	FY 76 TOTAL	18,000

REACTION: The University management will control this cost by their assignment of bargaining unit members to travel. However, traveling 25 times is unrealistic in view of the 15 week semester with classes meeting 3 Xs a week. Correct figures should be at least 30 trips per bargaining unit members.

The majority of travel will be done in Anchorage and between ACC and the military base campuses at Ft. Richardson and Elmendorf. Thus the average round trip is between 20-30 miles. We use 25 as the realistic average miles and not 9. Also we note that the University is currently paying 16 cents a mile and not 14 as they cite.

UNION PROPOSAL:

FY 75--20 unit members traveling 30 times at an estimated distance of 25 miles X 16 cents	2,400
FY 75 TOTAL	2,400

FY 76--10 unit members traveling 30 times at an estimated distance of 25 miles X 16 cents	7,200
FY 76 TOTAL	7,200

16 6.5 Relocation UNION ESTIMATE

REACTION: Union supports the University analysis

UNION PROPOSAL:

FY 75--no cost	FY 75 TOTAL	0
FY 76--no cost	FY 76 TOTAL	0

REACTION: Again the University management will control this cost by their assignment of bargaining unit members to office visitation. To adequately service the needs of visiting communities we recommend 48 such courses (average of one for every four unit members).

UNION PROPOSAL:

FY 75--Union accepts the University cost	5,670
	FY 75 TOTAL 5,670
FY 76--Estimate 48 courses @ 3 credits each = 144 credit hours.	
144 X 1/30 X 21,454 (ave. salary) =	102,960
	FY 76 TOTAL 102,960

\* note: Union average salary figure is set at 21,454 not 18,900 as the University projects. Our figures are based on Salary Placement report and are precise.

17

6.3

Faculty Offices--UNION ESTIMATE

REACTION: Contract language provides that "where space and building design permit, the University will provide every bargaining unit member with a secure office. . . The University agrees to request and spend funds as provided by the legislature for the provision of additional secure offices for all bargaining unit members." Based on the Union's study of office needs (see attached Bond Report) the following costs are projected:

FY 75--Union cost is an additional \$233,100 above the University already spent \$25,000.	233,100
	FY 75 TOTAL 233,100
FY 76--Cost of an additional 39 offices based on University projected increase of 39 new faculty hires. (39 X \$1,764 estm.)	68,796
	FY 76 TOTAL 68,796

18

6.9

Clerical Support UNION PROPOSAL

REACTION: Based on the University's statement we assume that the University does not need additional funds for clerical support and is adhering to the contract language "providing clerical support at the rate of approximately one for every ten unit members". However for FY 76 an increase of 39 faculty means an additional 4 clerical support staff to maintain 10-1.

FY 75--Union accepts University no cost position	0
	FY 75 TOTAL 0
FY 76--Add 4 clerical staff @ 10,000 plus 8% fringe benefits.	
	FY 76 TOTAL 43,200

18 6.10 Substitution UNION PROPOSAL

REACTION: Current University policy allows for accrual of 1 1/2 days per month per faculty member or 18 1/2 days per academic year (9mo.) The University cost is inadequate as it assumes that the average bargaining unit member will not use more than 74% of his/her accrued sick leave (ie 10 days divided by 13 1/2 = 74%) Union also feels that \$25.00 per hour paid to substitute is insufficient based on hours spent in preparation for teaching. Therefore we recommend \$35.00.

UNION RESPONSE:

FY 75--Union accepts University cost analysis but suggest it be audited at end of this fiscal year. FY 75 TOTAL 54,600

FY 76--222 unit members (includes anticipated increase of 22 faculty as University has projected) X 18 credit hours per week  
 X \$35 (union cost of substitute)  
 X  $\frac{10}{13.5}$  (74% of 13 1/2 days accrued)  
 = 5 (5 days)  
FY 76 TOTAL 321,307

19 6.10C Overloads UNION PROPOSAL

REACTION: The University statement of 30 courses for FY 75 is totally inconsistent with the prior practice clause of the negotiater contract and is inconsistent with past offerings of overloads. Since most academic faculty are on 9 month contracts this would greatly affect the community colleges' summer sessions since they are offered on the calendar basis. Funding of this is critical in both 75 and 76. Univ. error in cost.

UNION PROPOSAL:

FY 75--30 courses X 3 credit hours X 1/30 (negotiated contract rate) X 21,475 (FY 75 average salary)  
FY 75 TOTAL 64,363

FY 76--Union proposal - more realistic need for 20% courses per week (in aid to self-support annual rise 7%)  
 200 courses X 3 cr. hrs. X 1/30 (negotiated contract rate) X 22,525 (FY 76 average salary)  
FY 76 TOTAL 450,534

Summer Employment- UNION PROPOSAL

REACTION: In an apparent retaliatory move 1975 Summer Session offerings have been intentionally cut back excessively (see attached Union findings) from the 1974 level. We propose that a similar course level of offerings be provided for summer of 1975. At ACC in summer 1974 alone there were 192 courses offered. The Union proposes 220 courses statewide in both FY 75 and FY 76 Summer session. Cost as follows:

## UNION PROPOSAL:

FY 75--220 (courses) X 1 month (only June 75 would be charged to the 75 budget) X 3 credit hours  
X 1/30 X 21,454 (ave. salary FY 75).

FY 75 TOTAL 471,988

FY 76--220 (courses) X 2 months (July and August 75 would be charged to the 76 budget) X 3 credit hours  
X 1/30 X 22,526 (ave. salary FY 76). Total 991,144

and

220 (courses) X 1 month (only June 76 would be charged to the 76 budget) X 3 credit hours  
X 1/30 X 22,526 (ave. Salary FY 76). Total 495,572

FY 76 TOTAL 1486,716

Less than Full-Time Employment

REACTION: Union accepts for the FY 75 the University cost of 8,520. We suggest that for FY 76 it is more appropriate to budget for these positions as new hires at the full bargaining unit members salary and therefore find it unnecessary to appropriate any funds for FY 76 in this category.

## UNION PROPOSAL:

FY 75--Accept University cost projection

FY 75 TOTAL 8,520

FY 76--No cost as this should be absorbed in new hires.

FY 76 TOTAL 0

REACTION: The University position is inaccurate and unclear. The Labor-Management Committee (provided for in the contract) has to date received at least 14 notices of "University intent not to rehire for FY 76". Retraining of these individuals as provided for in the contract is apparently viewed by the University as a no-cost item.

UNION PROPOSAL: Assuming that the University intends to fulfill its contractual obligations regarding retraining of faculty sent notices of "intent not to rehire" the Union raises no objection at this time.

REACTION: Union agrees with sentence one. However, cost analysis is erroneous. Our basis is taken from the calculated figures of the Union-University Salary Placement Committee.

## UNION PROPOSAL:

FY 75--Sept. 1, 1974--June 30, 1975 (and includes the 16% fringe benefit cost)

FY 75 TOTAL \$624,042 \*

FY 76--July 1, 1975--June 30, 1976 (and includes the 16% fringe benefit cost) \*

FY 76 TOTAL \$4,978,246 \*

\*note: The FY 76 figures includes the estimated 39 new hires projected by the University.

\* Figures worked up from the Union-University Salary Placement Committee study indicate that salary increases from Sept. 1, 1974 through Dec. 31, 1974 total \$125,924. Increases from January 1, 1975 through June 30, 1975 total \$412,044. These figures are added, and then increased by 16% to reflect the cost of fringe benefits. Thus the total salary INCREASE for FY 1975 is \$624,042.

\*\* Assuming one vertical increment and no horizontal movement per bargaining unit member, the average projected salary for a unit member in FY 1976, including fringe benefits, is \$22,526. Hullinger's University figures project 221 unit members for FY 1976. Multiplying these two we get \$22,526 X 221=\$4,978,246 as the total cost for bargaining unit member salaries for FY 1976.

Area Cost of Living Differentials UNION ESTIMATE

REACTION: In calculating Cost of Living the Union used the exact data provided by the Union-University Salary Placement Committee. Figures are included for only those campuses that are entitled to cost-of-living differential

## UNION PROPOSAL:

<u>FY 75</u>	<u>TOTAL SALARIES</u>	<u>AREA</u>	<u>TOTAL</u>
<u>COMMUNITY COLLEGE</u>	<u>AT 1-1-75</u>	<u>FACTOR</u>	
Kodiak	73,540	.142	10,300
Kuskokwim	149,732	.418	64,420
Ketchikan	138,096	.006	828
Sitka	56,484	.100	5,648
Juneau	211,320	.071	15,003
		Total	95,199

Plus 16 % fringe benefits

FY 75 TOTAL 111,590 (9 MONTH)\*

\* The Union is investigating with the chief arbitrator (Tom Mannix) responsible for the contract award to find out if the Cost of Living Differential is effective for 9 or 5 months. We will report on that at the time of the hearings on Senate Bill 76. We are also including the cost based on a 5 month application

Figures based on a 5 month period:

Total 61,994

Plus 16% 9,994

FY 75 TOTAL 71,913 (5 MONTH)

FY 76

111,590 x  $\frac{222 \text{ (unit members incl. 39 new hires)}}{182 \text{ (unit members previous year)}}$

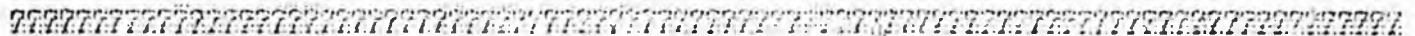
FY 76 TOTAL 135,502 (9 MONTH)

Fringe Benefits UNION ESTIMATE

REACTION: Union accepts the University cost for FY 75. However, the contract does provide for the possibility of a study committee to make recommendations regarding changes in the fringe benefits. This could become a cost item.

UNION PROPOSAL:

FY 75--No cost anticipated	FY 75 TOTAL	0
FY 76--No cost anticipated	FY 76 TOTAL	0



Parking UNION ESTIMATE

REACTION: We question the necessity of this expenditure (unless the University intends to install winter electrical outlet plug ins) and note that no provision is made for the income the University derives from the \$30.00 per semester faculty use fee. We suggest a legislative audit of this item to assure that the funds have been appropriately disbursed.

UNION PROPOSAL:

FY 75--Cost of installing parking gates, fence and maintenance might necessitate an initial cost of University estimated 3,000? After that any additional costs should be absorbed in parking fees collected from faculty.	FY 75 TOTAL	0
FY 76--Any additional costs should be absorbed in monies collected from faculty parking fee.		0



Faculty Lounge UNION ESTIMATE

REACTION: Union agrees with the University estimate and expects to see the funds allocated for that purpose.

UNION PROPOSAL:

FY 75--Cost of furnishing and equipping faculty lounge	FY 75 TOTAL	3,500
FY 76--Additional furnishings	FY 76 TOTAL	1,000

33 8.6c Continuing Education UNION ESTIMATE

REACTION: The Union does not feel that there is any expense to the University in the continuing education provision. The contract specifically states "without tuition cost".

UNION PROPOSAL

FY 75--No cost to the University	FY 75 TOTAL	0
FY 76--No cost to the University	FY 76 TOTAL	0

33 9.1 Professional Development Leave UNION ESTIMATE

REACTION: The Union agrees that there should be no added cost for FY 75. However, there will be a cost in FY 76.

UNION PROPOSAL

FY 75--No additional cost	FY 75 TOTAL	0
FY 76--9 bargaining unit members @ \$2,526 (ave. salary) @ 1/2 (receive up to 1/2 salary) =	FY 76 TOTAL	161,367

37 9.3 Annual Leave UNION ESTIMATE

REACTION: The negotiated contract states that "bargaining unit members shall be permitted . . . to receive . . . paid leave. Maximum accumulation: 15 working days. A maximum of 30 days . . . unused accrued leave shall be paid off at the termination of employment."

UNION PROPOSAL:

FY 75--182 bargaining unit members X \$21,494 (ave. salary) X 15 (days of leave) 180 (work days per contract)	FY 75 TOTAL	325,386
FY 76--221 bargaining unit members X \$22,426 (ave. salary) X 15 (days of leave) 180 (work days per contract)	FY 76 TOTAL	414,854

Union assumes 100% funding for all annual leave which possibly could be accrued in FY 75 and FY 76.

38 10.3 Checkoff UNION ESTIMATE

REACTION: Union agrees with University position.

UNION PROPGSAL:

FY 75--Cost absorbed in payroll office	FY 75 TOTAL	0
FY 76--Cost absorbed in payroll office	FY 76 TOTAL	0



39 10.6 Released Time UNION ESTIMATE

REACTION: Union costs are based on actual figures for FY 75. FY 76 figure is based on projected cost as the candidates for President are already nominated.

UNION PROPGSAL:

FY 75--Union President 1/5 annual salary and benefits 2,015 (no. salary) X 4 1/2 (months) X 1.16 (fringe benefits) X 1/5 (release)	FY 75 TOTAL	2,104
FY 76--Union President 1/5 annual salary and benefits 3,114 (no. salary) X 9 (months) X 1.16 (fringe benefits) X 1/5 (release)	FY 76 TOTAL	6,502



31 8.3 Cost of Living Escalator UNION ESTIMATE

REACTION: The University made no projection cost for this item. The Union made its projection on a 7 1/2 % for FY 75 and a 20 % for FY 76. We emphasize that this IS A PROJECTED COST. When data from the Bureau of Labor is made available we will update this information.

## UNION PROPOSAL:

FY 75--7 1/2 (estn. % increase) X 9 (9 mo. academic year) X \$2,384 (ave. mo. salary includes fringe benefits) X 182 (no. of bargaining unit members).

FY 75 TOTAL 292,874

FY 76--20 % (estn. % increase) X 9 (9 mo. academic year) X \$2,503 (ave. mo. salary includes fringe benefits) X 221 (no. of bargaining unit members, includes Univ. projected increase of 39 faculty).

FY 76 TOTAL 995,693

-FILE-

# ALASKA COMMUNITY COLLEGES FEDERATION OF TEACHERS

LOCAL 2404 AFFILIATED WITH AFL CIO

2533 PROVIDENCE DRIVE, ANCHORAGE, ALASKA 99503

April 18, 1975

The Honorable Bill Ray  
Senate Finance Chairman  
Pouch V  
Juneau, Alaska 99811

Dear Senator Ray:

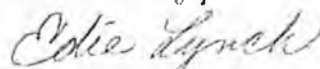
It is almost a month since my fellow Union members and I testified before your committee. Since that time we have been reading in the papers about the Ferry workers and Representative Malone's forceful comments, about the state supervisors and about the APEA negotiations. As citizens of Alaska as well as community college faculty coming before you on behalf of Senate Bill 76, we realize the Senate Finance Committee has a difficult job to perform in balancing the valid interests of these groups against the equally valid need of the state, i. e. fiscal health.

On the one hand, we come before you as community college faculty who have negotiated for particular needs of our statewide faculty. Our salary increase, for example, is not an across-the-board raise. We are asking for a substantial portion for the elimination of salary inequities unique to the statewide community college system, and only after these have been resolved, a wage increase. Believing as intently as we do in the good of our cause, it is often difficult to see our bill in the larger context that the Senate Finance Committee must view it.

On the other hand, the problems will not go away. I, personally, would like to see more stable economic planning on the part of those groups presenting funding bills to the Legislature. It is not healthy to plan on supplemental appropriations for a balanced budget. Indeed, I hope this is the only supplemental the ACCFT must ask for. This will be the case if the University incorporates the additional contract costs in the 1976 budget.

Recognizing your massive problems as a Committee, we do not wish to further complicate them. We are available here to furnish any information you request for Senate Bill 76. We hope that whatever solution the Committee arrives at will have long-term benefits for all concerned.

Sincerely,



Edie Lynch, President

COPY COMMITTEE - SB 76

# ALASKA COMMUNITY COLLEGES FEDERATION OF TEACHERS

LOCAL 2404 AFFILIATED WITH AFL-CIO

2533 PROVIDENCE DRIVE, ANCHORAGE, ALASKA 99503

April 13, 1975

The Honorable Bill Ray  
Pouch V  
State Capitol  
Juneau, Alaska 99811

Dear Senator Ray:

Thank you for making it possible for other members of the Union and myself to speak before your committee. We hope that the testimony we presented in our written report will enable the committee to make its decisions, but if further information is needed, please do not hesitate to call on us. I received a disturbing package of materials the other day which referred to a University proposal to extend the salaries provided for in the bill to all professional staff in the University. I feel that this was a typical fiscally irresponsible act on the part of the University.

President Hiatt's proposal that the salary increases in Senate Bill 76 be distributed across the board to all professional staff in the University is shocking and directly contradictory to the Board of Regents' policy of equal treatment of all faculty at the University of Alaska. According to the current Solie Report, which the University has just presented to the Senate Finance Committee, there already exists a \$5 000 difference between the average statewide community college salary (\$15,764) and the average senior college salary (\$20,614) at all ranks. In making his proposal, the President is asking for an additional 10% for those with the highest salaries in the system and potentially jeopardizing the funding of demonstrated inequities at the community colleges.

President Hiatt also states, "that the average University of Alaska salary would have to be raised 20.9%." This figure is distorted because it puts overpriced research faculty (\$30,000 - 35,000), senior college faculty, and split faculty-administrators in the same category with recognized under-paid community college faculty. A comparison of all senior college campuses with all community college campuses in the Solie Report clearly shows how the 20.9% is a weighted salary figure benefiting faculty at senior college campuses. (See Attachment from Table I of the Solie Report.)

April 13, 1975

Specifically, 95% of all faculty holding the highest rank, and thus highest salaries, are senior college faculty. At the next highest level, associate, the Solie Report locates 67 Of 84 faculty (79%) holding that rank, again, in the senior college. That 95%, interestingly, receives almost \$3,000 more annually than the community college faculty 10% at the same rank. Likewise, the 79% receive \$2,765 more annually than their counterparts at the same rank in the community colleges.

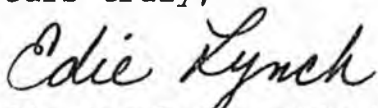
Of equal interest is the distribution at assistant professor rank. The 45% at that rank at the senior college receive \$1000 more than the remaining 55% at that rank in the statewide community colleges. Most interestingly, at the lowest rank there were only 14 instructors at all senior college campuses, which is only 7% of the total statewide senior college faculty. At the same time instructors at the community colleges statewide numbered 79, which means that 43% of the total statewide community college faculty are at the lowest rank and the lowest pay scale.

It is clear from their own statistics that those holding highest ranks and highest average salaries in the total University system come from the senior college and those holding lowest rank and lowest salaries come from the community colleges.

Rather than subsidizing and perpetuating a monolithic structure, we feel the legislature would have more impact on the statewide educational system if it increased the funding level of educational bills such as Senate Bill 239, Post-Secondary Education in Rural Areas by University of Alaska and Senate Bill 240, Post-Secondary Education Delivery by Systems and Programs, which provide rural educational delivery systems throughout Alaska. These bills request approximately \$4 million as compared to the University's \$11.6 million inflated salary request -- a \$7.5 million difference in the University's favor.

Thank you again for your time in considering these points, Senator. I hope you will use this information when the Committee next discusses the University's April 1 proposal.

Yours truly,



Edie Lynch, President

<u>Campus/Rank</u>	<u>Average Salary</u> <sup>1</sup>	<u>Average Fringe Benefits</u> <sup>2</sup>	<u>Average Compensation</u> <sup>3</sup>
<u>All Senior College Campuses:</u>			
Professor (42)	20,593	2,966	29,559
Associate (67)	21,969	2,702	24,671
Assistant (71)	17,207	2,430	19,637
Instructor (14)	13,474	2,217	15,691
Ave. All Ranks (.94)	20,614	2,625	23,239

<u>Campus/Rank</u>	<u>Average Salary</u> <sup>1</sup>	<u>Average Fringe Benefits</u> <sup>2</sup>	<u>Average Compensation</u> <sup>3</sup>
<u>All Community Colleges:</u>			
Professor (2)	23,373	2,782	26,155
Associate (17)	19,204	2,544	21,748
Assistant (84)	16,301	2,378	18,679
Instructor (79)	14,260	2,258	16,518
All Ranks (182)	15,764	2,346	18,110

FILE WITH BILL:  
- CORY SACKETT -

April 16, 1975

Member of the Alaska Legislature:

I am writing again on the matter of the effects of the Union within the Community College system of the state of Alaska, its effect on the other units of the University and the funding of the contract through passage or failure of passage of Senate Bill 76.

The furor seems to have died down on campus for the moment because there is pending at present a grievance regarding the establishing or justifying of the agency fee for non-Union members and awaiting adjudication of that grievance, the status quo is to be maintained - hence no one has as yet been terminated even though the Union has requested termination of 35 faculty members.

The union has made clear that once the University terminates those individuals - and the Union will press for such action once the semester ends and once the grievance is settled - they will then take each of the terminated faculty members to court and sue for collection of the agency fees which those faculty will have been fired for refusing to pay.

The Union is currently trying to keep full-time summer teaching assignments limited to those bargaining unit members who have either paid their dues or agency fees or have signed an authorization for payroll deduction of same. The grievance referred to above simply asks that the University make clear to bargaining unit members just what their obligations to the Union are and further requests that a fair agency fee be established and justified before non-Union members be forced to pay that fee or be terminated from their employment with the University. Finally the grievance asks that non-Union members not be requested to pay a fee or authorize deduction of same until the legislature takes action on the funding of the salaries so we will know what benefits we get from the negotiations. Once the above matters are clearly settled, many who have as yet not paid any fee or authorized any deduction may very well pay the fee. The contract does not provide for discrimination against non-Union members nor non members of the bargaining unit in the selection of summer faculty. Hence this request of the Union violates the contract on two counts.

The Union is presently organizing a letter-writing campaign to urge legislative support of Senate Bill 76. That is only natural. I simply notify you that it is coming and not to pay too much attention if you receive around 80 letters since they will no doubt almost all be from faculty members who will benefit from passage of that bill. I would like to see some public input rather than just asking faculty members if they would like more money.

I enclose a copy of a memo circulated by the Union President yesterday. You will notice that she is urging bargaining unit members to urge legislators to not support the salary increases requested by the University for the professional staff members not in the bargaining unit. That is hardly the way to promote harmony between the Community College faculty and the Senior college or Fairbanks faculty.

Ms. Lynch in her memo points out the higher salaries and higher ranks held by faculty members outside the bargaining unit. The reason most high ranked faculty members and highly paid faculty members are not in the community colleges is

because the community colleges are young in Alaska and likewise their faculty members are much younger on the average than on the Fairbanks campus. The faculty members outside the bargaining unit are required to have a doctorate degree and thus have more credits in education than do most members of the bargaining unit members. And most of the Fairbanks and Anchorage Senior College faculty have more years of teaching experience. Thus they are higher in rank and salary than their younger non-doctorate-degree-holding community college colleagues.

This is interesting since the contract for the bargaining unit places every member on the salary scale based solely on education (number of credits amassed) and years of experience. This means that if the entire faculty of the University were placed on the Union salary scale the same faculty members would still command the highest salaries and might in fact be even further ahead than at present.

A communique to ge the letter-writing campaign underway informs those who are opposed to the agency shop and/or agency fee that they will not get their big raise unless they support Senate Bill 76 and help get it passed. This is telling those members that in spite of the principles they are supporting, they should compromise those principles and get that money in their pocket. This completely ignores the fact that the raise is not all that valuable in principle to those faculty members who are opposed to the agency shop in principle in an educational setting.

If ever there was a situation where collective bargaining occurred and the bargaining agent should be able to gain support on its own integrity, merit and performance, it is an educational institution where the bargaining is done by faculty members themselves. Because of the very nature of a University and its primary reason for existence, it is improper and potentially detrimental to force faculty members or other employees to have to associate with or support a Union in order to teach or otherwise work at that University. And it seems peculiar that if only 25% of the nation's labor force is unionized, 100% of the faculty of an educational institution should have to be unionized in one form or another.

I urge you to eliminate the possibility of either an agency shop or a Union shop from higher education - and preferably all education in the state of Alaska. This will not destroy any unions or other bargaining organizations within our educational systems. It will in fact strengthen the good organizations and force the others to improve in order to win the right to represent their constituents.

Sincerely,

*David Hoke*

David Hoke, Chairman  
University Assembly  
University of Alaska

To: All Bargaining Unit Members Interested in the Passage  
of Senate Bill 76

From: Edie Lynch, ACCFT

Re: Second Status Report, Senate Bill 76

Date: April 11, 1975

Our latest report from Juneau is that Senate Bill 76 is still in the Senate Finance Committee. However, the Senate and House Finance Committees are considering a number of University-related appropriation bills, such as the Budget, the AMU appropriation, etc. These bills will have an effect on Senate Bill 76 and thus should be responded to.

On the basis of this, it is important that we emphasize the following items in our letters to legislators:

1) Indicate our priorities in Senate Bill 76. Obviously full funding of the salary, the cost of living escalator clause and the area differentials is essential.

2) Challenge the University's position that the salary increases should be distributed across the board to all professional staff in the University. According to the current Solie Report, which the University has just presented to the Senate Finance Committee, there already exists a \$5,000 difference between the average statewide community college salary (\$15,764) and the average senior college salary (\$20,614) at all ranks. Hiatt's proposal could jeopardize negotiated community college faculty contract salaries in order to give those with the highest salaries in the system an additional 10%.

3) President's Hiatt's letter to Senate Finance also states, "that the average University of Alaska salary would have to be raised 20.9%. This figure is distorted because it puts overpriced research faculty (\$30,000-35,000), senior college faculty, and split faculty-administrators in the same category with recognized under-paid community college faculty. A comparison of all senior college campuses with all community college campuses in the Solie Report clearly shows how the 20.9% is a weighted salary figure benefiting faculty at senior college campuses.

<u>Campus/Rank</u>	<u>Average Salary<sup>1</sup></u>	<u>Average Fringe Benefits<sup>2</sup></u>	<u>Average Compensation<sup>3</sup></u>
<u>All Community Colleges:</u>			
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Associate (17)	19,204	2,544	21,748
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All Ranks (182)	15,764	2,346	18,110

<u>Campus/Rank</u>	<u>Average Salary<sup>1</sup></u>	<u>Average Fringe Benefits<sup>2</sup></u>	<u>Average Compensation<sup>3</sup></u>
<u>All Senior College Campuses:</u>			
Professor (42)	26,593	2,966	29,559
Associate (67)	21,969	2,702	24,671
Assistant (71)	17,207	2,430	19,637
Instructor (14)	13,474	2,217	15,691
Ave. All Ranks (194)	20,614	2,625	23,239

Specifically, 95% of all faculty holding the highest rank, and thus highest salaries, are senior college faculty. At the next highest level, associate, the Solie Report locates 67 of 84 faculty (79%) holding that rank, again, in the senior college. That 95%, interestingly, receives almost \$3,000 more annually than the community college faculty 10% at the same rank. Likewise, the 79% receive \$2,765 more annually than their counterparts at the same rank in the community colleges.

Of equal interest is the distribution at assistant professor rank. The 45% at that rank at the senior college receive \$1000 more than the remaining 55% at that rank in the statewide community colleges. Most interestingly, at the lowest rank there were only 14 instructors at all senior college campuses, which is only 7% of the total statewide senior college faculty. At the same time instructors at the community colleges statewide numbered 79, which means that 43% of the total statewide community college faculty are at the lowest rank and lowest pay scale.

It is clear from their own statistics that those holding highest ranks and highest average salaries in the total University system come from the senior college and those holding lowest rank and lowest salaries come from the community colleges.

4) Suggest that if the legislators wish to have the most impact on the statewide educational system, rather than subsidizing and perpetuating a monolithic structure, they should increase the funding level of educational bills such as Senate Bill 239 Post-Secondary Education in Rural Areas by University of Alaska and Senate Bill 240, Post-Secondary Education Delivery Systems and Programs, which provide rural educational delivery systems throughout Alaska. These bills request approximately \$4 million as compared to the University's \$11.6 million inflated salary request--a \$7.5 million difference in the University's favor.

Since the House presently has the University budget, our Juneau assistant suggests we concentrate on the following representatives:

COPY ALL  
FINANCE MEMBERS  
AND SEN. CROFT & MILLER



UNIVERSITY OF ALASKA  
FAIRBANKS, ALASKA 99701

February 28, 1975

Honorable Bill Ray, Chairman  
Senate Finance Committee  
Pouch V  
Juneau, Alaska 99801

Dear Bill:

In compliance with your request, I am submitting my best estimate of the cost of Senate Bill No. 76, relating to a supplemental appropriation to the University for paying the arbitrated 1975 contract for community college faculty.

This information has been supplied to the union acting as the bargaining unit for the faculty for concurrence, but, as of this date, the information does not contain their input.

I will be out of the state until March 19th and will be unable to provide you with further details until after that date. Should you wish further information, please contact my office and we will certainly try to respond.

The University is supportive of the bill and must receive additional funds to implement the conditions of the contract.

Sincerely,

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

Max M. Hullinger  
Vice President for Finance  
and Comptroller

cc: Senator George Hohman  
Senator John Sackett

## SENATE BILL NO. 76

## SUPPORTING DETAIL

<u>COST ITEMS</u>	<u>FY 75</u>	<u>FY 76</u>	<u>INCREASE ELEMENT</u>
Cost of negotiations	14.9	14.9	
Formal Grievance Procedures	70.0	105.0	Best estimate
Travel	1.7	5.1	Full year
Site visitation	5.7	17.1	Full year
Offices	35.0	35.0	Pledged expenditures
Substitutes	54.6	136.5	Full year
Overloads	56.7	125.0	Full year
Summer employment	-0-	56.7	30 courses X 3 credit hours X average salary \$630
Less than full-time employment	8.5	17.0	Full year
Placement	189.6	189.6	
Salary Increase	376.8	492.5	Full year
Area cost of living	109.2	109.2	
Parking	8.0	12.0	Normal cost of maintenance and police
Lounge	3.5	1.0	Additional equipment
Continuing education	12.9	33.5	Full year plus estimated increase
Professional leave	-0-	98.7	9 persons at half salary of \$18,000 plus 16%
Annual leave	66.1	150.0	Full year plus increase
President of union release time	2.3	4.6	Full year
FY 75	<u>1,015.5</u>	<u>1,603.4</u>	
FY 76 SALARY ADJUSTMENT*		<u>251.4</u>	
		<u>1,854.8</u>	

\*Salary items increase by 9.7% for 1-1-76 increase, 6.5% step increase and 1% increase in fringe benefits on total salaries as adjusted.

The Legislature of the State of Alaska  
FISCAL NOTE

First Session - Ninth Legislature

I. REQUEST

Bill No. Senate Bill No. 76

Title: An Act-Making and Supplemental Appropriation to the University of Alaska

Requested by: Senator Bill Ray

Date: February 11, 1975

Return Date Requested: February 19, 1975

Agency: University of Alaska

Program: Post Secondary & Adult Education

II. FISCAL DETAIL

Budget Request Unit(s) Affected: All Community Colleges

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 75	FY 76	FY 77	FY 78	FY 79	FY 80
100 PERSONAL SERVICES	869.5	1,478.4	1,664.1	1,863.7	2,078.3	2,309.0
200 TRAVEL	37.6	51.5	59.2	68.1	78.3	90.1
300 CONTRACTUAL	92.0	120.5	138.6	159.4	183.3	210.8
400 COMMODITIES						
500 EQUIPMENT	3.5	1.0	1.0	1.0	1.0	1.0
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.	12.9	33.5	63.5	93.5	123.5	153.5
TOTAL	1,015.5	1,684.9	1,926.4	2,185.7	2,464.4	2,764.4

B. FUNDING: (Thousands of dollars)

GENERAL FUND	1,015.5	1,684.9	1,926.4	2,185.7	2,464.4	2,764.4
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	182/	220.7	250/	280/	310 /	340 /
MAN MONTHS (P./T.)	1638/	1986.7	2250/	2520/	2790/	3060 /

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

Personnel in the bargaining unit are expected to increase by 38.7 in FY 76 and by 30 for each of the following years. Salaries will increase 15% plus 6.5 each year for step increases, and 1% of total salaries for fringe benefits. Other expenses will increase at 15% for inflation. Continuing Education will continue to increase at rate of 30.0 per year.

IV. ATTACHMENTS

- Summary of cost of the contract
- Detail of the costs

V. DATE: February 28, 1975

PREPARED BY: Way H. Hollinger

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

COST ITEMS IN THE CONTRACT

<u>PAGE</u>	<u>ITEM</u>		
5	1.5	<u>Cost of Negotiations</u>	
		Three persons traveling from outside Anchorage	
		30 trips @ average cost \$110 per trip	\$ 9,900
		Lodging and meals in Anchorage \$50 per day X 100 days	5,000
		TOTAL	<u>14,900</u>
		This cost will be absorbed by the University in individual travel budgets.	
7	4	<u>Grievance and Complaint Procedure</u>	
		It is difficult to develop a cost of the added expense for the staff time required to process grievances and complaints as we have no experience or knowledge of the magnitude of the disputes that may arise.	
9	4I	<u>Formal Grievance Procedure - Step 3</u>	
		Cost of grievances to be settled by arbitration	
		Estimate 20 grievances at an average cost of \$1,500 for the arbitrator and \$1,000 for legal services.	
		Travel and expenses of staff \$1,000	70,000
16	6.4	<u>Assignments Requiring Travel</u>	
		Cost of travel between work stations.	
		60 unit members traveling 25 times at an estimated distance of 8 miles X 14 cents	1,680
16	6.5	<u>Relocation</u>	
		No change in current policy - Cost covered in budget	
17	6.6	<u>Site Visitation and Bush Courses</u>	
		Estimated 3 courses @ 3 credits each = 9 credit hours	
		9 X 1/30 X 18,900 (ave. salary) =	5,670
	6.8	<u>Faculty Offices</u>	
		The University has committed \$35,000 to be spent on faculty offices in FY 75	35,000
18	6.9	<u>Clerical Support</u>	
		No change in current level of support	

<u>PAGE</u>	<u>ITEM</u>		
	6.10	<u>Substitutes</u>	
		182 members of the unit, estimate an average of one week a semester absence for which a substitute is required.	
		12 credit hours per week X 182 X \$25 (cost of substitute)	\$ 54,600
19	6.11d	<u>Overloads</u>	
		30 courses X 3 credit hours X 630 (ave. per credit hour)	56,700
20	7.1	<u>Summer Employment</u>	
		FY 75 is not affected by this condition of the contract as the next summer session falls in FY 76	
21	7.2	<u>Less Than Full-Time Employment</u>	
		10 persons X 3 credit hours = 30 X current part-time rate of \$346 per credit hour = \$10,380 compared to 30 X \$630 1/30 of a credit hour of \$630	8,520
23	7.4f8	<u>Retraining</u>	
		No cost in FY 75 or FY 76	
24	8.1e	<u>Placement of Personnel on New Salary Schedule</u>	
		The qualifications of each member of the unit was evaluated by a committee of union and management people and placed on the salary schedule in accordance with the criteria on page 26. Cost \$152,810 plus 16% fringe benefits and \$12,300 for additional adjustments	189,600
27	8.2	<u>Salary Schedule</u>	
		Based on placement on the salary schedule as established in 8.1e above, it costs an additional \$141,642 to place the members on the September 1 schedule and an additional \$162,198 to provide for the January 1, 1975 increase and \$26,300 for additional adjustments	376,754
31	8.3	<u>Cost of Living Escalator (Note)</u>	
		The base salary for unit members at January 1, 1975 is \$3,347,098.12. The cost of living applicable as of March 1, 1975 would be represented by the increase times this amount plus 16% fringe benefits. This increase would also apply against the area cost of living differential (8.4). This adjustment cannot be determined at this time.	

PAGE      ITEM

8.4      Area Cost of Living Differentials

<u>COMMUNITY COLLEGE</u>	<u>TOTAL SALARIES AT 1-1-75</u>	<u>AREA FACTOR</u>	<u>TOTAL</u>
Anchorage	\$2,567,842	0%	\$ -0-
Kenai	114,013	0	
Mat-Su	44,473	0	
Kodiak	73,126	.142	10,384
Kuskokwim	149,732	.418	62,588
TOTAL	<u>2,949,186</u>		<u>72,972</u>
 Ketchikan	 133,839	 .006	 803
Sitka	56,347	.100	5,635
Juneau	207,726	.071	14,749
TOTAL	<u>397,912</u>		<u>21,187</u>
 GRAND TOTAL	 \$3,347,098		 \$ 94,159

Plus 16% fringe benefits \$109,224

Any cost of living increase must be applied against this amount.

8.5      Fringe Benefits

    No change in current practice

32      8.6a      Parking

    Cost of installing parking gates, fence and maintenance for preparing the parking lot in Anchorage (estimated) 8,000

8.6c      Faculty Lounge

    Cost of furnishing and equipping a faculty lounge at the Anchorage campus 3,500

33      8.6e      Continuing Education

    90 staff X 3 credit hrs. X \$30 = 8,100  
    40 dependents X 6 credit hrs. X \$20 = 4,800 12,900

9.1      Professional Development Leave

    No cost in FY 75

37      9.3      Annual Leave

    Salary level 3,347,100 X 25% of annual rate of 7.9% 66,105

PAGE

ITEM

10.3 Checkoff

Cost of deducting and remitting dues is being absorbed within the payroll and accounting office.

39 10.6 Released Time

Union President 1/5 annual salary and benefits  
18,135 + 16% + 7.9% (Accrued Leave) 22,698 ÷ 1/10 = \$ 2,270

The Legislature of the State of Alaska  
FISCAL NOTE

First Session -- Ninth Legislature  
REVISED  
4-1-75

I. REQUEST

Bill No. Senate Bill 76  
Title: An Act Making a Supplemental Appropriation to the University of Alaska  
Requested by: Senator Bill Wain Date: February 11, 1975  
Return Date Requested: February 19, 1975  
Agency: University of Alaska Program: Post Secondary & Adult Education

II. FISCAL DETAIL

Budget Request Unit(s) Affected: All Community Colleges

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 75	FY 76	FY 77	FY 78	FY 79	FY 80
100 PERSONAL SERVICES	1370.2	3213.2	3981.2	4932.6	6111.6	7572.2
200 TRAVEL	36.5	35.6	40.9	47.8	54.1	62.3
300 CONTRACTUAL	50.4	543.5	107.5	123.6	142.2	163.5
400 COMMODITIES						
500 EQUIPMENT	3.5	1.0	1.0	1.0	1.0	1.0
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.	12.9	33.5	63.5	93.5	123.5	153.5
TOTAL	1482.5	3826.8	4194.1	5198.5	6432.4	7952.5

B. FUNDING: (Thousands of dollars)

GENERAL FUND	1482.5	3826.8	4194.1	5198.5	6432.4	7952.5
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	182 /	220 /	220 /	220 /	220 /	220 /
MAN MONTHS (P./T.)	1638 /	1986 /	1986 /	1986 /	1986 /	1986 /

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

Personnel in the bargaining unit are expected to increase by 38.7 in FY 76. Salaries will increase 15% plus 6.5% each year for step increases, and 1% of total salaries for fringe benefits. Other expenses will increase at 15% for inflation. Continuing Education will continue to increase at rate of 30.0 per year.

IV. ATTACHMENTS

- Summary of cost of the contract.
- Detail of the costs.

V. DATE: 4-4-75 (REVISED)

PREPARED BY: *M. Sullivan*

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

SENATE BILL NO. 76Summary of the Cost of the Contract

<u>Cost Items</u>	<u>FY 75</u>	<u>FY 76</u>
Cost of Negotiations	27.0	14.9
Formal Grievance Procedure	23.5	45.0
Travel	2.4	7.2
Site Visitation	5.7	50.0
Offices	35.0	500.0
Substitutes	54.6	125.3
Overloads	64.4	225.0
Summer Employment	105.0	350.0
Less-than-full-time Employment	8.5	17.0
Placement and Salary Increase	659.1	1582.5*
Area Cost of Living	111.6	176.7*
Cost of Living Escalator (6.5%)	292.9	428.3*
Parking	8.0	12.0
Lounge	3.5	1.0
Continuing Education	12.9	33.5
Professional Development Leave	-0-	101.4
Annual Leave	66.1	150.0
Union President--Released Time	2.3	7.0
	<u>1482.5</u>	<u>3826.8</u>

\*Based on salary increases for the year FY 75 as follows:

Placement	5.29%	March 1, 1975	6.5% -
Sept. 9, 1974	4.9%	July 1, 1975	9.09% Salary
Jan. 1, 1975	5.6%		5.56% Step Increase

and 1% increase in fringe benefit cost.

COST ITEMS IN THE CONTRACT

Page Item

5 1.5 Cost of Negotiations

The University has spent \$27,000 to date on negotiation expenses and expects to spend at least \$3,000 more before the end of the fiscal year. No funds available to cover these expenses.

(Project 1976 at guess of \$14.9) 27,000

9 4I Grievance and Complaint Procedure

We project 3 major grievances (\$5,000) and 5 minor grievances (\$750) plus travel. 8 grievances x 2 people for 3 days each at \$100 per day

(Project about double in 76 \$45.0) 23,500

16 6.4 Assignments Requiring Travel

FY 75--20 unit members traveling 30 times at an estimated distance of 25 miles x 16 cents

2,400  
2,400

FY 75 Total

FY 76--60 unit members traveling 30 times at an estimated distance of 25 miles x 16 cents

7,200  
7,200

FY 76 Total

16 6.5 Relocation

No change in current policy. No added cost.

17 6.6 Site Visitation

Estimated 3 courses at 3 credits each = 9 credit hours. 9 x 1/30 x 18,900 (ave. salary) =

5,670

FY 76 Project 22 courses at 3 credit hours each = 66 credit hours x 1/30 x 22,526 (ave. salary) or \$50.0

Page Item

17 6.8 Faculty Offices

The University has committed \$35,000 to be spent on Faculty offices in FY 75 35,000  
In FY 76 we are requesting \$500.1 for offices. This will not provide offices for all bargaining unit members, but will satisfy part of the need.

18 6.9 Clerical Support

No change in current level of support. Increase for FY 76 are included in the budget request.

18 6.10 Substitutes

182 members of the unit, estimate an average of one week a semester absence for which a substitute is required.

12 credit hours per week x 182 x \$25 (cost of substitute) 54,600

FY 76--221 unit members (includes anticipated increase of 39 faculty as University has projected) x 12 credit hours per week x 35 (dollar cost of substitute)

x  $\frac{6.76 (1/2 \text{ of } 13 \frac{1}{2} \text{ days accrued})}{5 (5 \text{ days})}$  125,307

19 6.11 Overloads

FY 75--30 courses x 3 credit hours x 1/30 (negotiated contract rate) x \$1.455 (FY 75 average salary) 64,363

FY 76 project at 100 courses x 3 credit hours x 1/30 x 22,526 225,260

20 7.1 Summer Employment

50 courses x 3 credit hours x 1/30 x 21,454 105,000

FY 76--150 courses x 3 x 1/30 x 22,526 = 350.0

Page Item

21 7.2 Less Than Full-time Employment

10 persons x 3 credit hours = 30 x current  
part-time rate of \$346 per credit hour =  
\$10,380 compared to 30 x \$630 1/3 of a credit  
hour of \$630 8,520  
FY 76 full year at \$17.0

23 7.4f8 Retraining

No cost in FY 75 or FY 76

24 8.1e  
/8.2 Placement of Personnel on Salary Schedule

Calculations based on actual placement on the  
schedules by a committee composed of Labor  
and Management 659,100

FY 76--Increase in salary as of 1-1-75 per  
actual placement indicated a cost of \$77,728  
per month. Using \$3,000,000 as the salary  
base for FY 75 add the \$77,728 x 9 months  
plus a 6.5% cost of living adjustment at  
3-1-75 plus 9.09% increase at 7-1-75, plus  
a step increase of 5.56% at 7-1-75 and a 1%  
increase in fringe benefits = \$1,582,520

31 8.3 Cost of Living Escalator

FY 75--7 1/2 (est. % increase) x 9 (9 mo.  
academic year) x \$2,384 (ave. mo. salary  
includes fringe benefits) x 182 (no. of  
bargaining unit members). 292,900  
FY 76--Salary base at 7-1-75 = \$4,582.5  
plus COLA 176.7 x State projection of 9%  
= \$428.3

31 8.4 Area Cost of Living

<u>FY 75</u>	<u>Total Salaries</u>	<u>Area</u>	
<u>Community Col.</u>	<u>At 1-1-75</u>	<u>Factor</u>	<u>Total</u>
Kodiak	73,540	.142	10,300
Kuskokwim	149,732	.418	64,420
Ketchikan	138,096	.006	828
Sitka	56,184	.100	5,648
Juneau	211,320	.071	15,003
	Total		96,199

<u>Page</u>	<u>Item</u>		
31	8.4	<u>Area Cost of Living</u> - continued	
		Plus 16% fringe benefits FY 75 Total (9 months)	111,600
		FY 76--area cost of living increased to a full year 111.6 plus 23% plus 6.5% plus 9.09% plus 1% = 176.7	
	8.5	<u>Fringe Benefits</u>	
		No change.	
32	8.6a	<u>Parking</u>	
		Cost of installing parking gates, fence and maintenance for preparing the parking lot in Anchorage (estimated)	8,000
		FY 76--Project cost of maintenance and policing to be \$12.0	
	8.6c	<u>Faculty Lounge</u>	
		Cost of furnishing and equipping a faculty lounge at the Anchorage campus	3,500
		FY 76--Estimate additional 1.0 for equipment	
33	8.6e	<u>Continuing Education</u>	
		90 staff x 3 credit hours x \$30 = 8,100	
		40 dependents x 6 credit hours x \$20 = 4,800	12.9
		FY 76--Increase to full year and 25% increase to \$33.5	
	9.1	<u>Professional Development Leave</u>	
		No cost in FY 75.	
		FY 76--9 bargaining unit members x \$22,526 (ave. salary) x 1/2 (receive up to 1/2 salary)=	101,367
37	9.3	<u>Annual Leave</u>	
		Salary level 3,347,100 x 25% of annual rate of 7.9%	66,105
		FY 76--Increase to full year plus salary increases \$150.0	

Page Item

38 10.3 Checkoff

Cost of deducting and remitting dues is being absorbed within the payroll and accounting office.

39 10.6 Released Time

Union President 1/5 annual salary and benefits 18,135 + 16% + 7.9% (accrued leave)

22,698/ 1/10

2.3

FY 76--Union President 1/5 annual salary and benefits 3,114 x 9 months x 1.17

fringe benefits x 7.9% (accrued leave)/ 1/5

= 7,076

Introduced: 1/28/75  
Referred: Health, Education  
and Social Services and  
Finance

1 IN THE SENATE

BY THE RULES COMMITTEE BY  
REQUEST OF THE GOVERNOR

2 SENATE BILL NO. 76

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NININ LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the  
7 University of Alaska; and providing for an effective  
8 date."

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

10 \* Section 1. The sum of \$900,000 is appropriated from the general fund  
11 to the University of Alaska for the fiscal year ending June 30, 1975, to  
12 pay the following estimated costs of the arbitrated 1975 contract for  
13 community college instructors:

14 Substitute pay	\$ 3,000
15 Special assignments, annual	5,000
16 Overload contracts	50,000
17 Mileage between teaching locations	1,500
18 Office space	35,000
19 Area cost-of-living differential	185,500
20 Reserved parking	10,000
21 Continuing education, spouse and children	12,000
22 Salary increases	500,000
23 Cost-of-living increases	<u>98,000</u>
	\$ 900,000

24 \* Sec. 2. This Act takes effect immediately in accordance with AS 01.-  
25 10.070(c).  
26  
27  
28  
29

Introduced: 1/28/75  
Referred: Health, Education  
and Social Services and  
Finance

1 IN THE SENATE

BY THE RULES COMMITTEE BY  
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13 community college instructors:

14 Substitute pay	\$ 3,000
15 Special assignments award	5,000
16 Overload contracts	50,000
17 Mileage between teaching locations	1,500
18 Office space	35,000
19 Area cost-of-living differential	185,500
20 Reserved parking	10,000
21 Continuing education, spouse and children	12,000
22 Salary increases	500,000
23 Cost-of-living increases	<u>98,000</u>
	\$ 900,000

24 \* Sec. 2. This Act takes effect immediately in accordance with AS 01.-  
25 10.070(c).  
26  
27  
28  
29

2/21/75

TO: Labor-Management Committee

FROM: Bargaining Unit Members Office Survey Committee  
Roberta Pond, Chairperson  
Paula Guetschow  
Bill Mackey  
Amy Bollenbach  
Doug Veltra

The attached survey of offices of Bargaining Unit Members is complete to our knowledge. A copy of the survey was sent to Broderick, O'Mahoney, Irany, and directors of all outlying community colleges requesting that they verify the information listed for their people. Responses have been received from Ketchikan, Kuskokwin and Sitka to date.

Consistent with the contract all faculty members must be provided with offices that are lockable and secure.

Here are our recommendations regarding office size and placement:

I. Recommended Size and Equipment:

- A. Single Person: a standard private office must be 150 sq. ft., have floor to ceiling walls and exterior window. When an exterior window is not possible, the office must have an interior window of at least 20 sq. ft.
- B. Two people: an office for 2 people must provide 150 sq. ft. per person and a visual barrier to provide similance of privacy within office. Walls and windows will be the same as in individual office.
- C. We cannot recommend offices for more than 2 people because all privacy and security would be forfeited in such an office.
- D. Each Bargaining Unit Member must be provided with the following equipment: desk, executive chair, 4 drawer lockable file cabinet, telephone, approximately 30 ft. of book shelves, 2 extra chairs.

II. We realize that before all Bargaining Unit Members can be provided standard offices, an interim period will elapse during which it will be necessary to have faculty in substandard offices. The following recommendations apply to these facilities:

- A. Size
  - 1 person - private 100 sq.ft.
  - 2 people - 225 sq.ft.
  - 3 people - 350 sq.ft.
  - 4 people 475 sq.ft.
- B. Equipment - same as for standard offices.

We recognize that faculty having offices which do not meet these recommendations may prefer to wait for the new offices rather than move to another substandard office which meets the recommended size requirements. However, the University should make every effort to move faculty who do not wish to remain in offices below the recommended square footage.

III. Placement

- A. No faculty member shall be moved from a locked<sup>able</sup> office to an unlocked office.
- B. Faculty currently in standard offices which are acceptable to them shall remain in those offices.
- C. The committee will assemble a list of faculty in substandard offices in order of seniority. As offices are made ready for occupancy they will be offered to list of faculty in order. Faculty members may decline an office without prejudice; faculty members' names remain on the list at the same place.
- D. No faculty shall be either assigned an office or moved without consultation.-"
- E. Half-time and part-time faculty members should be provided office space after all full-time faculty have acceptable offices.

OFFICES TO BE CONSTRUCTED

Criteria for temporary adequate office: 1 person (private) - 100 sq. ft.; 2 people - 222 sq. ft.  
3 people - 350 sq. ft.; 4 people - 475 sq. ft.; 5 people - 600 sq. ft.

Criteria for standard office: 1 person - 150 sq. ft.; 2 people - 300 sq. ft.

		Number of People to be Relocated for:				Number of People to be Relocated for:	
<u>Office Location</u>		<u>Adequate Office</u>	<u>Standard Office</u>	<u>Office Location</u>		<u>Adequate Office</u>	<u>Standard Office</u>
C108	(90 sq. ft.)	OK	1	C212		1	2
C103	(99 sq. ft.)	OK	1	E	Main? Modular	1	2
C206	(99 sq. ft.)	OK	1	A104		2	2
K204	(modular)	1	1	F ?	Dopperfied & Eid	1	2
K204	(modular)	1	1		Merrill Field		
K214		OK	1	A	between 204 & 206	1	2
K204	(modular)	1	1	A	between 206 & 208	1	1
K204	(modular)	1	1	A209		1	2
K204	(modular)	1	1				
E-SW	(storage)	1	1	J	Previts/Neilson	1	1
E-NE	(storage)	1	1	G	Pearson/Pannone	2	2
C108		1	1	D104		2	3
C	(between 201 & 203		1	C213		2	2
K215A		1	1	E	Miller, Robinson, Lohman	2	3
K202C		OK	1				
B102		2	2	K140A	modular	OK	4
*K206A	(will be faculty lounge)	1	1	D101		4	4
K104A		OK	2	C210		3	4
C106		2	3	C214		3	4
K111		OK	2	A207	Knisley	OK	1
K140E		1	2	A207	Gripne	OK	1
A211	(Appel? BUM?)	OK	1	H ?	Hotchkiss	1	1
A211	(Medley)	1	1	A207	Congdon/Miller	1	2
A211	(Bohner - BUM?)	OK	1	J. Bldg.		3	3
C211		1	1				
C210	(private)	OK	1				

<u>Office Location</u>	<u>Adequate Office</u>	<u>Standard Office</u>
A.B.E. Downtown	3	3
Ft. Rich	4	4
<u>Ketchikan</u>		
Library	OK	2
Other	3	3
<u>Kodiak</u>		
	4	4
<u>Kuskokwim</u>		
	11	11
<u>Sitka</u>		
	3	3
<u>Juneau</u>		
Campus	1	5
Downtown	3	3
A.B.E.	3	3
<u>Kenai</u>		
	5	5
<u>Mat-Su</u>		
	1	2

SUMMARY OF NUMBER OF OFFICES NEEDED:

Location	Number of adequate Offices		Number of Standard Offices	
		100 sq. feet B.O.M.		150 sq. feet. B.O.M.
<u>A.C.C.</u>				
A. Building	7		14	
B. Building	4		4	
C. Building	13		22	
D. Building	6		7	
E. Building	3		5	
F. Building	1		2	
G. Building	2		2	
H. Building	1		1	
J. Building	1		1	
K. Building	11		21	
ABE Downtown	3		3	
Ft. Rich	4		4	
<u>SUB TOTALS</u>				
A.C.C.	56		86	
Ketchikan	3		5	
Kodiak	4		4	
Kuskokwim	11		11	
Sitka	3		3	
Juneau	7		13	
Kenai	5		5	
Mat-Su	1		2	
<u>TOTALS</u>	89		127	

ESTIMATED COSTS

Cost: (Estimates received from U.A.A. Planning Office)

Construction for 10 X 10 = \$1176 per office  
Construction for 10 X 15 = 1764 per office  
Removing Walls of K Building = \$20 per lineal foot

Cost of Needed Offices for B.U.M. (Estimated)

Adequate Offices 99 X 1200 = \$106,800  
Standard Offices 127 X 1800 = 228,600  
Removal of Walls 20 X 225 = 4,500

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## SUMMER CLASS OFFERINGS SLASHED

Report by Joe Connors

Various administrative sources at Anchorage Community College have expressed that they are expecting a rather sharp decrease in enrollment this summer (over previous summers.) As one reviews the "unofficial" offerings, I can easily see why their prognostication will no doubt come true. However, the problem goes deeper than the reduction in offerings and includes: (1) the failure to utilize input (faculty and student), (2) increased class size, and (3) poor time assignments for classes.

The figures speak for themselves:

COURSE OFFERINGS BY DIVISION			
DIVISION	SUMMER 74	SUMMER 75	% CHANGE
Academic	80	41	-49
Career Education	57	70	+23
Community Services	55	53	- 4

Within the Academic Division, one sees that there are decreases in such areas as:

DISCIPLINE	SUMMER 74	SUMMER 75
Art	4	1
Biology	3	1
Chemistry	1	0
Economics	3	2
French	2	0
Geography	1	0
History	10	3
Math	7	5
Music	2	0
Philosophy	3	1
Political Science	4	2
Sociology	7	4
Speech	7	4
Theatre	4	0

In an attempt to show that it's not all decrease, one can see a few increases within the Career Ed and Community Services Divisions in such areas as:

<u>DISCIPLINE</u>	<u>SUMMER 74</u>	<u>SUMMER 75</u>
Corrections	3	5
Electronics	10	16
Law Science	3	6
Police Administration	5	6

I realize that these figures are subject to some error. However, the trend is obvious, regardless of what the specifics are. There is a rather large decrease in summer offerings in the Academic Division, while Community Services is remaining about level, and Career Education is increasing. These trends are very interesting when one goes the next step and examines how many students took courses in each of these divisions last summer. Utilizing a copy of the Course Enrollment Report, U of A Southeastern Region, dated 1/30/74, I came up with the following:

<u>DIVISION</u>	<u>STUDENTS ENROLLED</u>	<u>STUDENT CONTACT HOURS</u>
Academics	1,721	5,096
Career Education	534	2,024
Community Service	418	740

FANTASTIC! A new philosophy in education must be emerging which has as its basis that a good summer offering should include reducing the number of courses that attract students and offering more courses that students don't sign up for.

This brings us to my second major area, those issues that compounded the situation and no doubt will add to reduced enrollment this summer.

First, the lack of faculty input. In the discipline of Speech, we had

received requests from two health-occupation programs to offer certain courses and at specific times so that their students could enroll. Vickie Christie (Speech teacher) submitted a memo that included these requests. The administration developed the Speech schedule and the product was four courses in Speech, not one of which matched any of the six that Vickie had asked for. We have unofficially heard that our memo was a day late for the deadline. Very interesting, when other changes have been made after the deadline. I view this rationale as an excuse, but a poor one at best, for not accepting faculty input.

Another example reflecting this same arrogant behavior in developing the schedule is the treatment of the Instructional Advisory Committee formed as a requirements of the Community College faculty contract. At its first meeting last month, the Dean presented the "unofficial" summer schedule. This was on a Thursday afternoon, and the Committee had until Friday to respond. The Committee made various requests in terms of more courses being needed. A couple were added; however, for the most part the decision had already been made and the "unofficial" schedule stood.

As students you should also realize that class size has been increased almost across the board from 30/35 students to 45. This means that you will receive less time and attention by the teacher, since the class size has been increased approximately 50%. While this might be OK for some courses, I feel it will be a disaster in Speech, where individual speaking assignments are a must; we will probably have to reduce the number of assignments proportionally.

Third, another aspect that you should find interesting is the time scheduling of classes. It looks like a majority of the courses in the Academic Division will be in the evening; there is even a speech course from 8:30 to 10:00 p.m., certainly a poor time for students to stand up and do their thing, after they

have either worked or gone to school all day and have to again work the next day. I feel the time scheduling is not responsive to student desires but rather to administrative convenience (it's easier to find part-time teachers from the community to teach at night.)

The total summer schedule is a disaster and is an obvious attempt by the administration to prove their point--enrollment will be low. As a student, you will find the results disastrous, as you will have difficulty finding courses that you need and want and that you can take. However, while this poor offering exists, the administration will be going on their merry way this summer at a cost in excess of \$133,000.00 to run these courses.

Students, stand up and be heard; this is an issue that you can do something about. First, contact student government and urge them to get involved. Second, phone or telegraph your legislators and let them know how you feel about this. Third, contact the governor's office here in town at 272-1478.

C O U R S E S   O F F E R E D

CATEGORY	DISCIPLINE	SUMMER 74	SUMMER 75
3	ABE	32	34
2	ACCT	8	7
1	ANTH	4	3
1	ART	4	1
2	AUTO	8	3
2	BA	4	3
3	BS	10	1
1	BIO	3	1
1	CHEM	1	0
2	CIS	5	3
3	CORR	3	5
2	ET	10	16
1	ECON	3	2
1	ENG	8	9
1	FREN	2	0
2	FST	5	5
1	GEOG	1	0
2	HE	1	3
1	HIST	10	3
3	LS	3	6
2	MA	0	3
1	MATH	7	5
2	MATT	2	1
2	HEDT	10	9
1	MUS	2	0
3	PA	5	7
1	PHIL	3	1
1	PS	4	2
1	PSY	9	6
1	SOC	7	4
1	SPCH	7	4
1	THR	5	0
2	SS	4	17
		132	164

COURSE OFFERINGS BY DIVISION

CATEGORY	SUMMER 74	SUMMER 73
(1) Academics	30	41
(2) Career Ed.	57	70
(3) Community Service	55	53
	<hr/>	<hr/>
	192	164

BARGAINING UNIT MEMBERS BY DIVISION

Academics	64
Career Ed.	42
Community Services	71
Counseling	5
Outlying Colleges	50
	<hr/>
	178

BARGAINING UNIT MEMBERS AND CONTRACT LENGTHS

Less than 9 months	-	8
9 months	-	129
10 or 11 months	-	3
12 months	-	31
		<hr/>
		178

BARGAINING UNIT MEMBERS  
CONTRACT LENGTHS BY DIVISION

ACADEMICS		
Less than 9 months	-	7
9 months	-	59
10 or 11 months	-	
12 months	-	3
		<hr/>
		64
CAREER ED.		
Less than 9 months	-	2
9 months	-	24
10 or 11 months	-	2
12 months	-	20
		<hr/>
		48

COMMUNITY SERVICES

Less than 9 months	-	2	
9 months	-	7	
10 or 11 months	-	0	
12 months	-	2	11

OUTLYING COLLEGES

Less than 9 months	-	0	
9 months	-	33	
10 or 11 months	-	5	
12 months	-	2	40

ENROLLMENT SUMMER 74 BY DISCIPLINE

DISCIPLINE	ENROLLMENT	STUDENT CREDIT HOURS
ABE	149	0
ACCT	218	554
ANTH	63	189
ART	92	276
AUTO	113	276
BA	141	423
BS	78	212
BIO	60	135
CHEM	90	132
CIS	51	153
CORR	24	24
ET	72	227
ECON	58	204
ENG	208	603
FREN	29	116
FST	39	132
GEOG	3	9
HE	15	30
HIST	265	795
LS	39	117
MA	0	0
MATH	134	401
MATT	1	3
MEDT	90	135
MUS	25	75
PA	54	162
PHIL	70	210
PS	75	225
PSY	244	732
SOC	175	525
SPCH	142	426
THR	45	135
SS	?	?

ENROLLMENT SUMMER 74 BY DIVISION

DIVISION	ENROLLMENT	STUDENT CONTACT HOURS	%
Academics	1,721	5,096	65%
Continuing Ed.	534	2,024	36%
Community Services	418	740	9%
			<u>100%</u>

Non-BUM Expense for Summer 75 at ACC

Dean's Office			
Dean	9,023		
Other	8,662	17,685	
Career Ed			
Director	6,823		
Asst. Dir.	4,086		
Other	17,740	28,649	
Community Services			
Director	6,725		
Counselor	4,851		
Other	5,549	17,125	
ACADEMIC			
Broderick	6,981		
Ehling	5,619		
Roberts	5,909		
Sears	3,831		
Other	20,841	43,261	
CONTINUING ED.			
Director	5,442		
Other	20,929	26,377	

GRAND TOTAL \$133,097  
 Admin. at ACC for Summer 75 from  
 Dean to Directors Level (Note - with  
 one exception does not include Unit  
 Heads & Program Coordinator Expenses)

# ALASKA COMMUNITY COLLEGES FEDERATION OF TEACHERS

LOCAL 2404 AFFILIATED WITH AFL CIO

2533 PROVIDENCE DRIVE, ANCHORAGE, ALASKA 99503

D. H. K.

TO: All Bargaining Unit Members  
FROM: Edie Lynch, ACCFT President  
SUBJECT: Check-off

DATE: 2/26/75

Please sign both of the attached deduction authorizations. The first authorization is for the monthly agency fee, which will be deducted beginning with the March 31, 1975 paycheck. The second authorization is for the retroactive agency fee from August 5, 1974 through February 28, 1975. The retroactive fee will be the amount still owed to the ACCFT on April 1, 1975.

The Community College Faculty Contract states "all bargaining unit members shall, as a condition of employment or of continued employment, provide the University with a written authorization to deduct from each paycheck the Union service fee."

These authorization forms must be returned to Edie Lynch, Dave Lamborn, or the Southcentral Payroll Office no later than Friday, March 7, 1975. A list of all bargaining unit members who have not submitted these authorizations by that date will be forwarded to the Comptroller of the University of Alaska for appropriate action.

me \_\_\_\_\_  
(Please Print)

Social Security No. \_\_\_\_\_

UNIVERSITY OF ALASKA DEDUCTION AUTHORIZATION

To: University of Alaska

Subject to the limitations of applicable Alaska and federal laws, and pursuant to section 10.2 (checkoff) of the collective bargaining agreement between the University of Alaska and Local 2404 Alaska Community Colleges' Federation of Teachers, I hereby authorize deduction of the service fee of the Union from my pay.

\_\_\_\_\_  
Date Signed

\_\_\_\_\_  
Signature of Employee

Received \_\_\_\_\_  
Comptroller

\_\_\_\_\_  
Date

Name \_\_\_\_\_  
(Please Print)

Social Security No. \_\_\_\_\_

UNIVERSITY OF ALASKA DEDUCTION AUTHORIZATION

To: University of Alaska

Subject to the limitations of applicable Alaska and federal laws, and pursuant to section 10.2 (checkoff) of the collective bargaining agreement between the University of Alaska and Local 2404 Alaska Community Colleges' Federation of Teachers, I hereby authorize deduction of the applicable service fee from August 5 through February 28 from the check for my retroactive pay increase.

\_\_\_\_\_  
Date Signed

\_\_\_\_\_  
Signature of Employee

Received \_\_\_\_\_  
Comptroller

\_\_\_\_\_  
Date

Senators  
Representatives  
Alaska State Legislature

*Senator Ray for your information - wally Olson*  
SENATE BILL 76  
SUPPLEMENTAL APPROPRIATION

In regards to collective bargaining, the negotiated contract and the request for supplemental appropriations, we feel that some issues should be clarified and for that reason we respectfully submit a summary of our views:

1. It was the decision of the Board of Regents of the University of Alaska to delineate the Community Colleges as a separate unit for collective bargaining. Under this plan, an election was conducted last year to determine whether or not the American Federation of Teachers Local 2404 (now the Alaska Community Colleges Federation of Teachers Local 2404) was to be the representative body for collective bargaining. By an overwhelming proportion, the members of the bargaining unit selected the AFT to represent it. In the process of negotiations, it was determined that there would be an "agency shop" so that those who benefit from the Union representation would also bear some of the expenses through paying an agency fee. There are now some members of the bargaining unit who oppose this plan. However, on the contracts which they signed for this year it was clearly stated that the conditions of employment were retroactive to negotiations. Now as a condition for employment, all members of the bargaining unit must permit the University to deduct from their paychecks the agency fee. Those who do not accept the plan or find the agency fee excessive in their estimation have several options.
  - a) Since the Union members voted on the amount to be charged for agency fee, and can elect in the future to change this amount, all eligible bargaining unit members are free to join the union and through the democratic process, change the fee.
  - b) They may elect not to pay the fee and sign a release which will allow them to finish out the year and then terminate. This will allow them to complete the courses and thereby serve the students who are enrolled.
  - c) They may elect to not pay the fee and be terminated.
  - d) They may seek legal recourse against the Union and perhaps the University. However, since an election was conducted and through it the AFT was selected to be the representative for all bargaining unit members, then they must abide by the wishes of the majority until another election is held to select another representative.
2. We feel that the Union, in good faith, has pursued the matter of negotiations according to the State Statutes and policy. As negotiations proceeded, certain stalemates were reached and accordingly both parties went to a process of mediation. The Union members then went on strike and were enjoined by the Court to return to work and to go into binding arbitration. Out of that binding arbitration, came the salary settlement and several other aspects of the contract. We felt that we had proceeded in every proper way and complied not only with the law, but the spirit of it. We are aware of the fact that the Legislature has the responsibility for the fiscal matters of the State and so must either fund or not fund the costs of implementing the negotiated contract. We also realize that the arbitrator who set the salary amounts was not selected by the Legislature, but that he indirectly obligated the State. In the future, perhaps there may have to be changes in the process and statutes not only for collective bargaining on the part of University personnel, but on a wider basis for all State employees who belong to the APEA. However, for the present contract, we feel that we have complied with the intent of the Legislature and the law via the court, so that the supplemental appropriation should be granted to provide the benefits provided in the contract.

3. In preparing the request for supplemental appropriations, the personnel in the Union have done a great deal of research. It was only after personnel were placed in the salary scale that they determined what the actual cost would be both for salary increases and potential rises in the cost of living. We do not find these salaries to be excessive considering the fact that the placements were made on the basis of graduate training or experience in non-academic fields and actual teaching or discipline-related experience.
- It has been the goal of the Union to provide quality education for the students in our community colleges. As you may already know, previously many of the teachers were paid below the national average if you consider the higher cost of living in Alaska. The new salary scale will attract those who are well qualified and the method of salary increase will encourage them to remain within the system rather than having frequent turnovers and reduced continuity in the system. We feel, then, that the salary requests are fair and equitable and that they are for the betterment of the whole community college system.
4. In the event that you see your way to funding this supplemental appropriation now proposed in Senate Bill 76, we ask you to keep in mind that those of us in the Community College Bargaining Unit have been designated as a unit within the University system. Hence, the appropriation for this supplemental amount does not necessarily mean that you must extend salary increases and benefits for the entire University of Alaska; it deals only with the Community Colleges. We further ask that if you appropriate the funds that you, in some manner, direct that they be expended for the benefit of the Bargaining Unit

We know that you will scrutinize the proposed budget very carefully. We hope, for example, that questionable matters can be worked out amicably with the University so that there will be few, if any formal grievances. We have only a very limited amount of money for legal fees and if the University were granted a large sum for grievances, we could almost be grievied out of operation into bankruptcy. So, in such matters, we ask that you consider the matters very carefully.

As local residents of Juneau, we are at your service as our teaching schedules and obligations permit so that if you have further questions or wish any clarification on our part, feel free to contact us.

Bargaining Unit Members, Juneau-Douglas Community College.

Walter M. Olson  
 Melvern E. Graham  
 Jyll Hubbard  
 Ron Silva  
 Connie Nunn

PUT WITH BILL

March 21, 1975

Honorable Governor Hammond:

March 15 I wrote a letter and sent it to you with James Irany along with copies to Senator Ray and Representative Bradner. The letter was written very late at night in order to get it to Mr. Irany to be handcarried the next morning.

Having just reread that letter for the first time since writing it, I realize that it does not convey quite what I had intended when I referred to not funding the contract.

There is little, if any, doubt that many of our faculty members at the Community Colleges are underpaid and have been for several years in some cases. And there is no doubt that past efforts by the University have been unsuccessful in attaining necessary funds to upgrade the salaries of these underpaid faculty members. Likewise there is no doubt that the University has not taken the most active role possible to improve the salaries. Thus I did not intend to suggest that none of these salary increases covered in the University-Community College contract be funded.

What I did wish to convey<sup>was</sup> that in addition to the salary schedule there are several aspects or conditions of the contract that are not good for the University - and I do not refer to the administration but rather to the students and the University's capability to serve the students.

The agency shop clause, in particular, plus the methods of the Union in carrying out the negotiations and pursuing the contract settlement they wished to obtain are detrimental to the University and would be so to any University. Thus I would hope, and wished to convey in my letter of March 15, that you would consider carefully the effects of the contract as a whole and the precedents it would set for future negotiations before giving carte blanche approval to fund all the financial provisions of the contract.

I would like to see my colleagues get salaries comparable with faculty members elsewhere and have comparable working conditions. But I would not like to see the contract funded and have such funding seem to be unconditional approval of what the Union has done to the University of Alaska.

Granted Alaska statutes give or seem to give the Union the right to legally do all or most of what is being done related to arbitrarily assessing a fee or terminating faculty members. But it is a sad day for education when a University is staffed by faculty members who consider that maintaining the reputation and power of a Union on campus is more important than exercising human decency, respecting the rights of colleagues to stand up for their principles and allowing free expression of ideas contrary to those of the Union. The past few weeks have shown that the Alaska Community College Federation of Teachers' leadership considers the Union to far outweigh in importance the University, the students and individuals be they Union or non-Union. In no way can such a faculty serve the State when their primary concern is to serve the Union.

Sincerely,

David Hoke

MEETING ON SENATE BILL NO. 76  
February 11, 1975  
1:25 p.m.

Senator Sackett met with Max Hullinger from the University of Alaska regarding SB 76, An Act making a supplemental appropriation of \$900,000 to the University of Alaska to pay costs of the arbitrated 1975 contract for community college instructors.

Mr. Hullinger gave Senator Sackett a copy of the Community College Faculty Contract between the University of Alaska and the Alaska Community Colleges' Federation of Teachers Local 2404.

Mr. Hullinger explained that under the Collective Bargaining Act, they were petitioned by the Anchorage Community College Faculty. The Board of Regents said they didn't accept a bargaining unit any smaller than the total community college faculty in the State. This necessitated Local 2404 in Anchorage to change their designation from Anchorage Community College to Alaska Community College. (See bottom of page 3-top of page 4 of Contract for composition of Bargaining Unit.) The Contract came out on August 5, 1974. They held an election and had a review of the election, and 2404 was designated as the exclusive bargaining representative. On August 6, they started meeting with the collective bargaining team of the union. There were four members for the University. Mr. Hullinger was Chief Negotiator for the University Team, and many meetings were held. There was a one day strike, and they went into mediation with the Federal Mediation Service in Anchorage. They met as a group in Anchorage and continued to negotiate. He didn't know the date of the strike off hand, but during that period, the negotiators reached an impasse. In the meantime, they went to court for an injunction to stop the strike, but it was denied. However, the Judge told them to come back a week or ten days later. At that time, Judge Hanson accepted their injunction and indicated he wanted them to go to arbitration. Three people were involved in this, a neutral arbitrator and the chief negotiators from both sides, so Mr. Hullinger became a member of the arbitration team.

The arbitration team held a series of hearings over four days on 12 remaining issues. Arbitration proceedings were held and the neutral arbitrator drew up his recommendations. The final result was the present contract, which will go until June 30, 1976.

Mr. Hullinger pointed out that certain facets of the Contract were retroactive. Charging of dues to members of the Bargaining Unit go back to August 5, the point at which they were named; salaries are retroactive to September 1, 1974; and everything else is made applicable January 1, 1975.

Mr. Hullinger stressed that under the terms of this contract, the items costing money are subject to appropriation by the Legislature, and that this is "hit" in several places.

Mr. Hullinger noted that when he was in the Dept. of Administration Office he was asked to put down figures which were his best estimates for FY 75 and 76. He had no data to work from other than hunches and guesses, so SB 76 was submitted based upon that. Since then, this has been reviewed and some of the factors have changed. The total dollars are within the \$900,000 request, but two factors which changed significantly are the cost of the salary increases which has been raised to \$616.4 and the area cost of living which is now \$104.8. (See Enclosure for listing of new costs.) Mr. Hullinger explained that a factor which effected the \$616.4 is that he had not anticipated cost for placement of people on the schedule. Now this is included.

Mr. Hullinger also mentioned the figure of \$98,000 which they threw in to give them a contingency if this doesn't work out. The new figures are closer to what they are going to be needing.

Mr. Hullinger stated that one thing not funded is a cost of living differential that would have application on March 1, 1975. That is based upon the cost of living factor that appears on page 31, Section 8.3 of the Contract. They didn't know whether that should be a part of this bill or a separate bill for all State employees. He said he had no estimate for the University on this. Senator Sackett requested that he come up with one.

Mr. Hullinger went on to say there were three different schedules in this Contract--three different applications of increases in the negotiated statement. These are illustrated beginning on page 28 of the Contract. The July 1, 1975 schedule would be adjusted if there is a cost of living escalator on March 1. He said there could be no projection unless they knew exactly what the rate of increase was. He noted the State was talking 9%, but he didn't know. Senator Sackett asked that he check that out.

Senator Sackett asked for further explanation of the salary schedules. Mr. Hullinger said the salary schedules were the Lock Step Plan that most school districts have. He referred Sen. Sackett to page 26 of the Contract for lane placement criteria. A faculty member is placed in one of the lanes based upon educational experience and work experience. Each year a faculty person is with them staying within a lane, there is a 5% increase. Mr. Hullinger said that in the future the negotiators will only negotiate the first figure in the lane. Everything else is mathematical calculations. No merit is involved--only education and experience

Mr. Hullinger said they did not yet have faculty placed on this type of criteria, although they expect to have it by February 21, and then they will know what the salaries will be.

He added that at this point, they have taken a rough projection as to what salaries will be. They have taken people at their current salary and location and multiplied them out. Mr. Hullinger said that he would get the information to the Finance Committee a couple of days after the 21st of February.

Senator Sackett requested specific breakdown in terms of the number of teachers in each area, etc. He said he wanted each of the figures itemized, but didn't require extreme detail. He needed to know how accurate the figures were.

Senator Sackett also asked whether during the negotiations they had come up with any other increases that would be requested, either by supplemental or within the General Budget. He wanted the total picture in terms of what was happening.

Senator Sackett requested that he receive all information as soon as possible. Mr. Hullinger didn't think he could get it to him before the end of next week.

Senator Sackett said he was going to ask that the supplemental bill be held off until they received accurate figures.

The meeting concluded at 2:00 p.m.

UNIVERSITY OF ALASKA

ADDITIONAL COST OF CONTRACT  
WITH  
COMMUNITY COLLEGE FACULTY

	<u>FY 75</u>	<u>FY 76</u>
Substitutes	3.0	6.0
Special Courses	5.0	10.0
Overload Contract (1/30 of salary)	50.0	150.0
Summer Contracts (no make)	-0-	10.0
Mileage between teaching locations	1.5	4.0
Offices (remodel)	35.0	35.0
Professional Leave	-0-	100.0
Area Cost of Living	112.8	137.7
Parking	10.0	10.0
Continuing Education	12.0	30.0
Personal Services (including salary schedule placement)	616.4	1635.2
Estimated Cost	<hr/> 845.7	<hr/> 2127.9
Escalator Clause (3/1 and 9/1)	?	?
Salary based on 1400/1300 for 4 months	7.7%	
1550/1300 for 5 months	19.2%	
1700/1300 for 9 months (76)	30.8%	

Introduced: 1/28/75  
Referred: Health, Education  
and Social Services and  
Finance

1 IN THE SENATE

BY THE RULES COMMITTEE BY  
REQUEST OF THE GOVERNOR

2 SENATE BILL NO. 76

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the  
7 University of Alaska; and providing for an effective  
8 date."

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

10 \* Section 1. The sum of \$900,000 is appropriated from the general fund  
11 to the University of Alaska for the fiscal year ending June 30, 1975, to  
12 pay the following estimated costs of the arbitrated 1975 contract for  
13 community college instructors:

14 Substitute pay	\$ 3,000
15 Special assignments, Alaska	5,000
16 Overload contracts	50,000
17 Mileage between teaching locations	1,500
18 Office space	35,000
19 Area cost-of-living differential	185,500
20 Reserved parking	10,000
21 Continuing education, spouse and children	12,000
22 Salary increases	500,000
23 Cost-of-living increases	<u>98,000</u>
24	\$ 900,000

25 \* Sec. 2. This Act takes effect immediately in accordance with AS 01.-  
26 10.070(c).

COPY COMMITTEE

# STATE OF ALASKA

## DEPARTMENT OF LAW

OFFICE OF THE ATTORNEY GENERAL

JAY S. HAMMOND, Governor

POUCH K - STATE CAPITOL  
JUNEAU 99801

April 9, 1975

Senator Bill Ray  
Chairman  
Senate Finance Committee  
Alaska State Legislature  
Juneau, Alaska 99801

Dear Senator Ray:

In your memorandum of March 11 you asked the following questions:

1. Must the legislature fully fund the Community College faculty labor agreement?
2. Must non-union members of the bargaining unit receive the same benefits as union members?

AS 23.40.215 states as follows:

Funding. The monetary terms of any agreement entered into under the terms of the Public Employment Relation Act are subject to funding through legislative appropriation.

It is our belief that the effect of this provision is to reserve for the legislature the responsibility to review the monetary terms of labor agreements entered into pursuant to the Public Employment Relations Act. The legislature has the power to treat an appropriation requested for this purpose in the same manner as it treats any other request for an appropriation. The legislature may refuse to appropriate any funds or may appropriate the funds at any level it deems proper. Since the Department of Law has considered your first question on several occasions, I am attaching copies of our earlier opinions which consider this question in greater detail.

With reference to your second question it is our opinion that all the employees of a bargaining unit, including both union and non-union, must be treated in the same manner. (The party with whom management is contracting is the union as agent for the entire bargaining unit. This is recognized in the contract which states in its preamble:

This agreement is entered into by and between the University of Alaska (hereinafter referred to as the University) and the Alaska Community Colleges' Federation of Teachers, Local 2404, (hereinafter referred to as the Union) as the exclusive bargaining agent for faculty members in the bargaining unit.)1/

This position is supported by our understanding of the nature of the role played by the union in the collective bargaining process. The union represents not only its own members but all of the employees in the bargaining unit. 2/

Thus we conclude that the contract applies equally to all members of the bargaining unit and that any appropriation made to cover wages and fringe benefits agreed to in the contract must apply equally to all of the members of the bargaining unit.

Sincerely,

AVRUM M. GROSS  
ATTORNEY GENERAL

By: *Mark Ertischek*  
Mark Ertischek  
Assistant Attorney General

Attachments:

Letter from Mark Ertischek to Mr. Warwick March 12, 1975.  
Memorandum from Avrum Gross to Governor Hammond January 21, 1975.  
Memorandum from Norman Gorsuch to Wes Coyner May 2, 1973.  
Letter from John Havelock to Representative E.J. Haugen Jan. 24. 1973.

1/ Community College Faculty Contract August 5, 1974-June 30, 1976  
pg. 3.

2/ Ford Motor Co. v Hoffman, 345 US 5330, 31 LRRM 2548, 2551 (1953). See also Truck Drivers Local 568 U. NLRB 379 F1d. 137, 65 LRRM 2309 (CACD, 1967), and Hughs Tool Co. 104 NLRB 81, 32 LRRM 10 10 (1953).

ME:jw

# STATE OF ALASKA

DEPARTMENT OF LAW

OFFICE OF THE ATTORNEY GENERAL

PINK  
(JLH)

JAY S. HAMMOND, Governor

POUCH K - STATE CAPITOL  
JUNEAU 99811

January 21, 1975

## MEMORANDUM

TO: The Honorable Jay S. Hammond  
Governor

FROM: Avrum M. Gross  
Attorney General

RE: Payment of Recently Negotiated Pay  
Increase for Supervisory Employees

A question has been raised regarding payment of the recently negotiated pay raise for supervisory employees. More specifically, is the Department of Administration, because of the December 13, 1974 agreement, obligated to institute the supervisory pay increase immediately, despite a possible lack of appropriated funds? Our understanding of the facts leading to this question is as follows.

On December 13, 1974, negotiators for the State of Alaska and the Alaska Public Employees Association reached an agreement regarding the terms of a contract for supervisory employees. Included in this new contract was a provision for a pay increase retroactive to November 16, 1974. Currently, Mr. Robert Stephen, Executive Director of the Alaska Public Employees Association, is asking when this pay raise will be implemented by the State. However, the Department of Administration, through Commissioner Warwick, states that there will be no pay increase for supervisory employees until there has been a specific Legislative appropriation for that purpose. The situation is complicated by the pay increase recently granted to ferry system personnel. Pay increases retroactive to July 1, 1974 were provided for in agreements reached with two maritime unions on November 18 and 24, 1974. Contrary to the position taken by the Department of Administration regarding the supervisors' pay increase, the Department of Public Works implemented the raises for ferry system personnel by sending out retroactive payments in December, 1974, despite the fact that present projections indicate a deficit in the Marine Transportation budget if a supplemental appropriation is not granted.

0210-1

Initially, we note that it is clear that the agreement binds the State of Alaska to do all that is legally within the State's power to implement the pay increase. 1/ This would include seeing that the terms of the agreement are referred for Legislative action when Legislative action, including appropriation is required. 2/

There are, however, certain restrictions on the payment of the raise at this time. The first restriction is contained in Article IX, Section 13, of the Alaska Constitution, which provides in part that:

No money shall be withdrawn from the treasury except in accordance with appropriations made by law. \* \* \*

Clearly the requirement of Legislative appropriation is superior to and, in fact, a part of, any agreement entered into by the executive branch which requires the expenditure of public monies. In other words, the Department of Administration cannot pay the negotiated pay increase unless sufficient funds have been appropriated by the Legislature. 3/

If this were the only legal restriction on implementing the monetary terms of the December 13, 1974 agreement, two possible methods of immediate implementation would exist. The first is provided by the Executive Budget Act in AS 37.07.080(e) which states that:

Appropriation transfers or changes as between objects of expenditures or activity areas within a program may be made by the head of a state agency upon approval of the division. Appropriation transfers or changes between programs within an agency may be made upon review by the division and approval of the governor, and shall be reported to the legislature quarterly. No transfers may be made between agencies.

Thus, if sufficient funds existed in the line items of the budget of each department, these funds could be shifted to the personal services portion of its budget in order to pay the negotiated wage increase. However, this shift of funds should only be done

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1/ State v. State, County & Munic. Emps., Local 1726, 298 A 2d 362 (Del. Ch. 1972).

2/ Informal Opinion of the Attorney General, January 24, 1973 (letter to State Representative E. J. Haugen).

3/ See Director, Bureau of Legislative Research, v. Mackrell, 204 S.W. 2d 893 (Ark. 1947); Calif. State Employees Ass'n. v. State, 108 Cal. Rptr. 60 (App. 1973).

The Honorable Jay S. Hammond  
Governor

January 21, 1975

- 3 -

if to do so would not materially affect the operations of any department so as to frustrate the intent of any prior Legislative appropriation.

The second alternative would involve immediate implementation of the pay raise, accompanied by a request from the Governor for a supplemental appropriation with which to fund it. Authority to seek a supplemental appropriation is provided by the Executive Budget Act in AS 37.07.100, which provides that:

The governor from time to time may transmit to the legislature proposed supplemental or deficiency appropriations which in his judgment are necessary on account of laws enacted after the transmission of the budget, or are otherwise in the public interest. He shall accompany each proposal with a statement of the reasons for it, including the reasons for its omission from the budget.

However, it must be kept in mind that this alternative is restricted by Article IX, Section 13, of the Alaska Constitution, noted earlier. Immediate implementation followed by a request for a supplemental appropriation could only be considered if so doing would not result in the possibility of deficit spending. That is, since the possibility always exists that the Legislature might not approve the supplemental request, spending could not be commenced if it would result in deficit spending absent the supplemental appropriation.

However, as noted earlier, there are two restrictions on immediate implementation of the monetary agreement. The second restriction on meeting the obligations imposed by the December 13, 1974 agreement is contained in AS 23.40.215, which provides that:

The monetary terms of any agreement entered into under the Public Employment Relations Act are subject to funding through legislative appropriation.

Two interpretations of this provision are possible. First, it can be argued that the Legislature intended to require Legislative ratification of the specific monetary terms of any collective bargaining agreement entered into before any money could be paid to implement that agreement. Note that this interpretation would rule out immediate implementation by either rebudgeting under the Executive Budget Act or seeking a supplemental appropriation. A second interpretation of AS 23.40.215 is also plausible. It can be argued that this provision is an indication that the Public Employment Relations Act, while permitting collective bargaining, is not a grant of authority to the bargaining representatives to spend public monies without Legislative appropriation. While it might be argued that this interpretation is merely repetitive of

Article IX, Section 13, of the Alaska Constitution, it should be remembered that AS 23.40 is applicable to all public employers and employees, i.e., state, city, borough, etc. 4/ Hence, AS 23.40.215 can be seen as an extension to all public employers of the principle contained in Article IX, Section 13, of the Alaska Constitution: appropriation by some legislative body is required for the funding of the monetary portion of any agreement entered into under the Public Employment Relations Act.

On the surface, it appears there is little difference between these two interpretations. Certainly the first prevents immediate implementation of a pay raise and the second, by restricting the right of bargaining agents to commit public monies, appears to do the same thing. It can, however, be argued under the second interpretation that if the immediate implementation of the raise does not result in deficit spending or does not otherwise frustrate Legislative intent in the budget, some readjustment through the Executive Budget Act might be made to permit immediate implementation of a pay raise. It is not clear that this second interpretation is the preferable one and there is no judicial authority to substantiate the possible immediate expenditure of funds under such an interpretation. 5/ Therefore, we do not feel we can in good conscience advise the departments of the State to implement a pay raise immediately without first obtaining Legislative authorization for their action.

I know that this interpretation is not entirely consistent with the past actions of some of the departments of State government. Apparently in past instances the departments through use of the Executive Budget Act or other means not readily apparent, did immediately implement certain pay raises. I do wish to note, however, that the question has been reviewed by two previous Attorneys General, and our opinion is basically consistent with that of Mr. Gorsuch and Mr. Havelock. For your benefit, I am attaching copies of their opinions on this subject.

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4/ Sec. 4 of Ch 113 SLA 1972 makes the Public Employment Relations Act applicable to organized boroughs and municipalities unless their legislative body specifically chooses (by ordinance or resolution) to make the act inapplicable.

5/ The legislative history of Ch 113 SLA 1972 is not helpful. Ch 113 SLA 1972, the Public Employment Relations Act, was enacted as HB 683 as amended in the Senate. There is almost no legislative history of this bill. HB 736, which was introduced on March 16, 1972 by the State Affairs Committee, was basically the Public Employment Relations Act as later adopted. However, it did not contain AS 23.40.215. This provision first appeared in the Committee's substitute for HB 736 on April 7, 1972. No explanation for this amendment could be found.

The Honorable Jay S. Hammond  
Governor

January 21, 1975  
- 5 -

I want to reiterate that the administration does have an obligation to support this pay raise before the legislature. I would also like to suggest that to avoid any future questions in this area, each negotiated pay raise contain the specific provision that pay raises will only be implemented after subsequent appropriation by the Legislature.

AMG:as

To Mike Peterson

Re: Retroactive wage increases  
Revised 10/1/75

Mike - Jim -

Re memo of May 2, 1973  
and memo of January 10, 1975.

As I read these memos,  
they imply that Public Works'  
payment of retroactive wage  
increases before getting a supplemental  
appropriation is illegal because  
it is deficit spending.

I do not know the status  
of the ferry wage negotiations, but  
it is my impression the course  
of dealing that has developed  
is exactly that — payment  
of the wage increase without  
an appropriation for it.

Before you leave, Mike,  
I'd like to get your thinking on  
what is practical.

I doubt the accuracy  
of the 1973 ~~AS~~ memo where  
it concluded AS 23.40.040 is  
repealed by implication. However,  
apparently the PER Act applies  
(except, I would say, where it  
is inconsistent with the specific  
provision — .040). However it is  
obvious, it appears the marine  
unions cannot be expected to

wait for legislative appropriation  
when that hasn't been the  
best practice, unless the  
state is willing to buy into some  
major marine labor problems  
and the charge.

It seems to me the second  
sentence of AS 23.40.040 can  
be read to say the marine  
union agreements are "final"  
when approved by the Commissioner  
of Public Works, that a course  
of dealing grew up consistent with  
the realities of running a marine  
operation and that unless the  
PERA specifically repealed  
.040 or existing practices thereunder  
it can be presumed the legislature  
intended those practices to continue.

This does not meet the  
constitutional question and I  
don't claim it is perfect legal  
reasoning — but what else  
is there?

xerox: Jim Haley

# MEMORANDUM

# State of Alaska

TO: Honorable Senator Chancey Croft  
President of the Senate

DATE: January 29, 1975

FILE NO:

TELEPHONE NO:

FROM: Dickerson Regan  
Assistant Attorney General  
Department of Law

SUBJECT: Memorandum of May 2, 1973

Your office asked for a copy of this office's memo on ferry system wages. In passing on to you the enclosed memorandum of May 2, 1973, we note that the Department of Public Works did not change its past practices as to paying marine union pay increases upon passage of the Public Employees Relations Act. Marine union wage increases have been paid retroactively at such time as contracts were signed, although the legislature had not at that time appropriated funds for the "monetary terms" of the agreement.

Bargaining changed slightly. The governor designated the commissioner of Public Works as the spokesman and chief bargainer for the state and the commissioner of Administration and director of the Division of Personnel made up the balance of the bargaining team.

Attachment

DR:jdg

7,500,000  
by  
300,000.00

May 2, 1973

M E M O R A N D U M

TO: Wes Coyner  
Executive Assistant  
Office of the Governor

FROM: John E. Havelock  
Attorney General

By  
Norman C. Gorsuch  
Deputy Attorney General

SUBJECT: Authority of the Commissioner of Public Works to negotiate a pay increase for Ferry Personnel effective July 1, 1973 - legal analysis.

Our understanding of the background of the above referenced situation is as follows:

A proposed pay increase for ferry system employees, the particulars of which are were to be negotiated after the legislature adjourned, was included in the general pay increase proposed for all state employees which the legislature rejected. Currently, ferry system personnel appear to be demanding a pay increase regardless of the legislatures failure to appropriate funds for such an increase. In January 1971, the Department of Public Works obtained a supplemental appropriation to finance pay increases for ferry system employees which had been negotiated in 1970 and became effective July 1, 1970. However, the Legislative Finance Committees had been alerted to the probability of such a supplemental at the time of the original appropriation to the Department of Public Works. Presently, Public Works is interested in negotiating a wage increase for ferry personnel effective July 1, 1973, and seeking a supplemental appropriation in January 1974 to pay for the increased cost of operation the pay increase would cause. This Department has been asked to comment on the legality of such action.

I.

AUTHORITY OF THE DEPARTMENT OF PUBLIC WORKS TO  
NEGOTIATE WITH FERRY PERSONNEL

It is our conclusion that the Department of Public Works no longer has the authority to independently negotiate with ferry system personnel.

AS 23.40.010 states as follows:

UNION CONTRACTS WITH STATE AND POLITICAL SUBDIVISIONS. (a) The state or a political subdivision of the state including but not limited to . . . , may enter into a contract with a labor organization whose members furnish services to the state or the political subdivision.

(b) Nothing contained in this chapter requires the state or political subdivision of the state to enter into a union contract.

AS 23.40.010 was repealed by the legislature in 1972 when it enacted the Public Employment Relations Act.

AS 23.40.040 which was not repealed by the legislature states as follows:

COLLECTIVE BARGAINING AGREEMENT. The commissioner of public works or his authorized representative, in accordance with sections 10 - 30 of this chapter, may negotiate and enter into collective bargaining agreements concerning wages, hours, working conditions, and other employment benefits with the employees of the Division of Marine Transportation engaged in operating the state ferry system as masters or members of the crews of vessels or their bargaining agent. No collective bargaining agreement is final without the concurrence of the commissioner of public works. The commissioner of public works may make a provision in the collective bargaining agreement for the settlement of labor disputes by arbitration. (Emphasis added)

It is the conclusion of this Department that the repeal of AS 23.40.010 also had the effect of repealing AS 23.40.040. The rationale for this conclusion is the particular language of AS 23.40.040 and the obvious intent of the legislature in enacting the Public Employment Relations Act (AS 23.40.070-266; Ch. 113, SLA 1972).

In perusing the references in AS 23.40.040, it becomes clear that AS 23.40.040 is simply a refinement of AS 23.40.010 and by its language is operative only in conjunction with AS 23.40.010. The repeal of AS 23.40.010 by sec. 5 of the Public Employment Relations Act thus impliedly

repeals or negates AS 23.40.040, <sup>as</sup> AS 23.40.040 only described how the Department of Public Works is to implement the basic grant of authority to enter into collective bargaining agreements which was repealed by the legislature.

The second reason for concluding that AS 23.40.040 was impliedly repealed with the repeal of AS 23.40.010 is : the broad scope of the Public Employment Relations Act. Basically, the Public Employment Relations Act encompasses the whole sphere of collective bargaining at the state level. It grants state employees the right to organize and bargain with the state and imposes on the state the obligation to bargain in good faith with state employees. Further, the Act designates certain practices as unfair labor practices and creates a labor relations agency to handle unfair labor complaints. The Act also contains a grandfather clause - AS 23.40.240- designed to protect organized employees in the state ferry system. This grandfather clause specifically protected existing collective bargaining agreements in effect at the time of the enactment of the Public Employment Relations Act. There is nothing in the language of that section which preserves any right of the Department of Public Works to continue to be the exclusive employer bargaining agent.

Indeed as the Commissioner of Public Works does not possess the legal authority to negotiate under the old statute, he could be construed to be bargaining in bad faith as he would have no authority to bind the executive branch.

The comprehensiveness of the Public Employment Relations Act is a forceful manifestation that the legislature intended the Public Employment Relations Act to supercede AS 23.40.040.

We should point out however that the Governor can designate the Commissioner of Public Works as the State's negotiating representative under the Public Employment Relations Act. AS 23.40.250(b).

## II.

### AUTHORITY TO COMMIT THE LEGISLATURE TO NEGOTIATED MONETARY TERMS IN COLLECTIVE BARGAINING AGREEMENTS.

As the negotiations with the ferry system employees must be conducted under the Public Employment Relations Act, the question arises as to the authority under that Act to bind the legislature to the monetary terms negotiated.

Article IX, Sec. 13 of the Alaska Constitution states as follows:

"No money shall be withdrawn from the treasury

except in accordance with appropriations made by law . . ."

The legislature has chosen to reserve unto itself the ultimate approval of the monetary terms of any agreement negotiated under the Public Employment Relations Act through the appropriation process.

AS 23.40.215 states as follows:

FUNDING. The monetary terms of any agreement entered into under the Public Employment Relations Act are subject to funding through legislative appropriation.

Therefore, by the plain meaning of those statutory terms, the executive branch cannot negotiate a binding agreement in the area of monetary terms with any collective bargaining representative of the employees without it being specifically subject to subsequent funding through the legislative appropriation process.

Recent case law in the area of School Board - Teacher Relations indicates that where the legislature has by legislation provided that the terms of a collective bargaining agreement between a municipal corporation and a teachers union are specifically made subject to final approval and funding through an appropriations agency, the school board cannot be compelled to pay the negotiated wage rates if the appropriating agency does not appropriate sufficient funds to pay for them.

In Town of Scituate, et al., v. Scituate Teachers Association, et al.; State of Rhode Island and Providence Plantations Superior Court, Civil Action 71-2718, Feb. 8, 1972, the Court ruled that the Town must pay the negotiated wage increases to the teachers because under the Rhode Island statutes the legislature did not preserve the supremacy of the appropriating body and did not make any collective bargaining agreements entered into by school boards subject to the will of an appropriating agency.

Similarly in Francis M. McDonald Jr., State's Attorney for the County of New Haven at Waterbury v. Raymond J. Quinn, Jr., Connecticut Superior Court, New Haven County Case No. 32, 856, May 8, 1969, the Court denied a Connecticut school boards request for a court order to force appropriation of funds by the City's Board of Finance to pay increased salaries negotiated with teachers. The question at issue was whether provisions of the charter of the City of Waterbury granting ultimate review and control of teachers salaries to the Waterbury Board of Finance and Board of Alderman take precedence over a contract executed pursuant to the state's teacher negotiation act. The court found that the legislature intended

that the charter provisions take precedence explaining its decision as follows:

The court recognizes that many of our teachers are sadly under paid and would like to see corrections in the existing inequities of their position with relation to other groups whose work is less demanding of vitally skilled education and equally vital educational skill. However, until the legislature decrees otherwise, the final say as to the teachers salaries rests with the ultimate budgetary control of the Board of Finance and Board of Alderman.

The Court advised the teachers to seek a political remedy rather than a legal remedy. In doing so, the Court stated as follows:

If the teachers ultimately decide that their goal would be best served by receiving the same treatment with respect to salary increases as that afforded to other municipal employees . . . : they should ask the legislature to change or better define the respective powers of the Boards involved . . .

Crucial to the Court's reading of legislative intent was a comparison of the Act permitting negotiations for teachers with Connecticut's Municipal Employees Relations Act passed during the same session of the legislature. Noting that unlike the latter act, the act authorizing teacher negotiations is silent as to repeal of local charter provisions, the Court concluded that the difference "seems to indicate a definite legislative direction that agreements with municipal employees other than teachers, once ratified must be funded and paid in accordance with the terms thereof and that in the case of agreements with teachers, there is no such requirement of funding and no requirement that either party agree to any proposal or make a concession." See also Waterbury Teachers Association v. Arnold Furlong, et al.; Waterbury Teachers Association v. Board of Education; Waterbury Board of Education v. Waterbury Teachers Association; Connecticut Supreme Court October term (Feb. 29, 1972).

Therefore, it is our conclusion that in view of the specific legislative reservation of its approval of any monetary terms through the appropriath process found in the Public Employment Relations Act, the Executive Branch cannot negotiate a binding pay increase, effective prior to specific legislative appropriation to pay for it. It does have a duty however, after concluding negotiations and signing an agreement to present the agreement to the legislature for appropriate funding.

Attached hereto is an earlier opinion issued by this office to Representative Haugan which speaks to this issue.

III.

EFFECTS OF THE EXECUTIVE BUDGET ACT ON THE ABILITY TO OBTAIN A SUPPLEMENTAL FOR A PAY INCREASE WITH AN EFFECTIVE DATE PRIOR TO LEGISLATIVE APPROPRIATION.

If the Department of Public Works could revise its marine transportation program to glean from its other line items sufficient surplus funds which then could be transferred to the personal services portion of its budget in order to pay for a negotiated wage increase without seeking a supplemental, the Executive Budget Act may provide the methodology to achieve this.

The Executive Budget Act is applicable to the Department of Public Works. The granting of a pay raise effective July 1, 1973, and the embarkation upon a course of deficit spending can be permitted by the Division of Budget and Management only if Public Works submits a revised program and there is a commitment by the administration to seek a supplemental appropriation. The specific statutory restrictions against a simple course of deficit spending read as follows:

AS 37.07.080. PROGRAM EXECUTION. (a) Except as limited by policy decisions of the Governor, appropriations by the legislature, and other provisions of law, the several state agencies have full authority for administering their program service assignments and are responsible for their proper management.

(b) Each state agency shall prepare an annual plan for the operation of each of its assigned programs except for programs that are exempted from this requirement by the division. The operations plan shall be prepared in the form and content and be transmitted on the date prescribed by the division.

(c) The division shall:  
(1) review each operation plan to determine that it is consistent with the policy decisions of the governor and appropriations by the legislature, that it reflects the proper planning and efficient management methods, that appropriations have been made for the planned purpose and will not be exhausted before the end of the fiscal year;

(2) approve the operations plan if satisfied that it meets the requirements under (1) of this subsection; otherwise, the division shall require revision of the operations plan in whole or in part;

(3) modify or withhold the planned expenditures at any time during the appropriation period if the division finds that the expenditures are greater than those necessary to execute the program at the level authorized by the governor and the legislature, or that the receipts and surpluses will be insufficient to meet the authorized expenditure levels.

(d) No state agency may increase the salaries of its employees, employ additional employees, or expend money or incur obligations except in accordance with law and properly approved operations plan.

*Not approved* ←  
 (e) Appropriation transfers or changes as between objects of expenditures or activity areas within a program may be made by the head of a state agency upon approval of the division. Appropriation transfers or changes between programs within an agency may be made upon review by the division and approval of the governor, and shall be reported to the legislature quarterly. No transfers may be made between agencies.

(Emphasis added)

The heart of the problem is thus propriety of the Governor seeking a supplemental appropriation under the current circumstances. AS 37.07.100 implies that a supplemental appropriation is inappropriate for an item which was included within the executive budget and rejected by the legislature. The text of AS 37.07.100 reads as follows:

The governor from time to time may transmit to the legislature proposed supplemental or deficiency appropriations which in his judgment are necessary on account of laws enacted after the transmission of the budget, or are otherwise in the public interest. He shall accompany each proposal with a statement of the reasons for it, including the reasons for its omission from the budget.

(Emphasis added)

The only possible way of avoiding the implication of AS 37.07.100 that a supplemental is inappropriate if the legislature has rejected an appropriation request for the same item, is to maintain that the legislature has never really separately considered the issue of a pay increase for ferry system personnel. It could be argued by the Administration that in the past session, the executive budget and the legislature only dealt with the issue of a pay increase for all state employees and because of the unique problems of the ferry system (no merit raises), it is in the public interest to grant ferry system employees a raise.

This same reasoning would not necessarily apply to a pay increase effective July 1, 1973, for all other state employees because it would be much more difficult to sustain the rationale that the legislature did not specifically address the issue.

Therefore in summary, the Department of Public Works cannot independently negotiate a salary increase but must act through the provisions of the Public Employment Relations Act. The Governor could designate the Commissioner as the negotiating representative for the Department of Public Works under the provisions of the Public Employment Relations Act anyway.

Secondly, absent specific prior appropriations by the legislature, all negotiated monetary terms are subject to approval by the legislature. Thirdly it is possible to manipulate the provisions of the executive budget act through a revised program that would collect sufficient funding from other areas in the marine transportation budget and provide a working fund against which the Department could negotiate and from which the Department could draw to pay for a negotiated wage increase effective July 1, 1973, without requesting any supplemental. It is also possible for the Administration to consider the manipulation of the executive budget act for the purpose of seeking a supplemental appropriation under the rationale discussed above. We believe however, that this course of action is subject to strong challenge if litigation is initiated to test its validity under the Constitution.

The alternatives to be considered under the circumstances given to us in order of those alternatives most legally defensible are as follows:

1. The Department can negotiate a contract <sup>under the terms of</sup> ~~order with~~ the Public Employment Relations Act with a provision for a retro-active pay increase and subject to legislative appropriation.
2. The Department can refuse to negotiate any pay increase at all and seek to hold the ferry system employees at the same wage rates (obviously impractical but legally sound).
3. The Governor could call for a special session of

the legislature prior to the expiration of this fiscal year to consider a special appropriation to the Marine Transportation Division of the Department of Public Works or the Department of Administration for a pay increase commencing July 1, 1973.

4. The Department of Public Works and Administration could obtain additional funds through the manipulation of the Executive Budget Act provisions through a revised program and not seek a supplemental appropriation.

5. Negotiate an immediate pay increase under the provisions of the Public Employment Relations Act effective July 1, 1973 and finance it with a supplemental appropriation which could be arguably justified under the provisions of AS 37.07.100.

6. Follow Commissioner Easley's suggestion outlined in his memo by giving him authority to negotiate under the old statute an immediate pay increase and start on a course of deficit spending. This is the least desirable alternative and the one most susceptible to being overturned if legally challenged as being in violation of the Constitution, Executive Budget Act and Public Employment Relations Act.

It is our legal judgment that the best course of action to follow is that outlined in number 1 above.

January 24, 1973

The Honorable E. J. Haugen  
Alaska State Representative  
Alaska State Legislature  
Juneau, Alaska

Dear Mr. Haugen:

In your letter of this same date you have asked whether the grant of the right of collective bargaining for public employees provided for in Chapter 113, SLA 1972 constitutes a restriction, in violation of the Constitution of the State of Alaska, on the Legislature's prerogative with regard to the appropriation of state funds.

Your attention is invited to AS 24.40.215, enacted also in Chapter 113, SLA 1972, which provides:

"The monetary terms of any agreement entered into under the Public Employment Relations Act are subject to funding through legislative appropriation."

Under this provision, the terms of a collective bargaining agreement constitute an agreement by the negotiating public agency that the agency will see that the terms of the agreement are referred for legislative action when legislative action, including appropriation, is required.

The power of legislative review is superior to the contract and incorporated in the enabling Act, as to provisions requiring the expenditure of funds. There is no action for breach of contract arising only from the failure of the Legislature to appropriate the full amount required to fund the agreement. Legislative authority over appropriations is unimpaired by the adoption of Chapter 113, SLA 1972.

I hope this answers the questions you have raised to your satisfaction.

Sincerely,

John E. Havelock  
Attorney General

March 12, 1975

The Honorable Andrew S. Warwick  
Commissioner  
Department of Administration  
Pouch C  
Juneau, Alaska

Dear Commissioner Warwick:

You have inquired as to the significance of AS 23.40.215 which provides as follows:

Funding. The monetary terms of any agreement entered into under the terms of the Public Employment Relations Act are subject to funding through legislative appropriation.

We have considered this question and in our opinion this clause would preclude the state from entering into a binding labor agreement with respect to its monetary terms.

AS 23.40.070 is a declaration of policy in which the legislature enunciated its reasons for establishing a collective bargaining system. It declares in AS 23.40.070(2) that this policy will be effectuated by:

requiring public employees to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment;

also AS 23.40.210 says in part,

Agreement. Upon the completion of negotiations between an organization and a public employer, if a settlement is reached, the employer shall reduce it to writing in the form of an agreement.

The provisions cited above do not conflict but rather they indicate the intention of the legislature to reserve the power to review the monetary terms of labor agreements between

The Honorable Andrew Warwick

March 12, 1975

-2-

the state and its organized employees entered into pursuant to the terms of the Public Employment Relations Act. As a party to the contract it is the duty of the Department of Administration to request a legislative appropriation, or supplemental appropriation for this purpose.

We believe that it would be improper to assume that the appropriation will be automatically approved by legislature and to begin paying the employees before the appropriation is approved. Such a practice would violate AS 23.40.215 which, as we have noted provides for the legislative review of the monetary terms of labor agreements. Any attempt to transfer funds into an object of expenditure against which employee benefits are usually charged would also be a violation of the spirit if not the letter of AS 23.40.215.

Sincerely,

AVRUM M. GROSS  
ATTORNEY GENERAL

By:  
Mark Ertischek  
Assistant Attorney General

ME:jw

*Dr. Heatt*

Compensation and Salaries

at the

University of Alaska

by

Richard J. Solie

February 18, 1975

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## Introduction

This study follows the methodology of the 1973 Salary Study entitled "Professional Compensation at the University of Alaska, 1973-74," but it distinguishes between salaries and compensation for Senior College and Community College instructional staff since the latter are now included under a collectively bargained contract while the former are non-union.

Table I summarizes current average Senior College and Community College salaries and compensation by rank and location as of the beginning of academic year 1974. The table includes the 4% cost of living increase effective August 16, 1974, but does not include the increases bargained by the union or proposed for the rest of the University professional staff for 1974-75 and 1975-76.

Tables II and III include adjusted salaries and compensation levels based on the bargained and proposed increases for 1974-75 and 1975-76. These adjusted levels are shown for each rank and as an average for all ranks for Senior Colleges, but only as an all-ranks average for Community Colleges since the latter eliminated academic rank in their recently concluded negotiations. The average salaries shown for 9/1/74 include the cost of fitting the faculty to the new "base" salary schedule, application of area cost of living differentials, and a 7.7% increase in the base schedule. The cost of fitting faculty to this new base schedule represents the elimination of inequities among faculty and, in some cases, the reclassification of staff members in order to bring individual salaries into the proper relationship to each other. The cost of living differential applied for the Senior Colleges is based on the differentials between Anchorage and the "lower 48" estimated by the U.S. Bureau of Labor Statistics, and the differential between Anchorage and other Alaskan cities incorporated into pay schedules

for State general government employees. Thus it provides a zero differential between Juneau and Anchorage and an 11.2% differential between Fairbanks and Anchorage. The differentials used for Community Colleges were based on a 1972 survey undertaken by the State Division of Personnel since these area differentials were included in the contract negotiated between the Community College union and the University. These differentials are cited in footnote 4 of Table IV and are the basis for the development of the cost of living differential indexes shown in Table IV.

#### Comparisons With Other Universities

Tables V and VI show the 1974-75 and 1975-76 AAUP compensation scales based on percentiles of distribution for universities and colleges throughout the nation. These figures have been adjusted for the Alaska COLD (cost of living differential) and thus they represent the amount which the University of Alaska would need to pay in order to provide the real income equivalent of the AAUP compensation scales.

Table VII is one of the key summary tables in the study since it reflects the way in which University of Alaska compensation, present and bargained (Table II.I), compares with that of other colleges and universities throughout the nation. (Tables V and VI.) Two comparisons shown for Senior Colleges are with Category I and Category IIA institutions. The definition of Category I includes those institutions which offer the doctoral degree and which, in the most recent three years, conferred an annual average of 15 or more doctorates

covering a minimum of three non-related disciplines. Category IIA includes institutions awarding degrees above the baccalaureate level which are not included in Category I. Although the University of Alaska is technically a Category IIA institution at the present time, Category I is probably the most relevant comparison for Senior College salaries and compensation for several reasons. First, Category I is comprised largely of State universities and includes all but three of the nation's land grant institutions (the only exceptions being the Universities of Alaska, Wyoming and South Dakota). Category IIA, on the other hand, is comprised largely of state colleges, and since in attracting faculty for the Senior College campuses the University competes mainly with other land grant institutions, Category I would appear to be the most relevant comparison. Second, although the University of Alaska does not technically qualify at present as a Category I institution, it is likely that it will do so in the not to far distant future. In 1971 the University conferred a total of 12 doctoral degrees, and although this dropped to only 3 in 1972, by 1974 the level had again risen to 8 Ph.D's. It seems likely that the number of Ph.D's granted will increase further within the next few years.

Two comparisons are also used for the Community Colleges, Category III and Category IV. Category III includes only two-year colleges while the Category IV institutions are those which do not have faculty rank. Most, but not all, of the Category IV institutions are two-year schools.

Examination of Table VII shows that in comparison with other Category I

institutions, present Senior College compensation levels would place the University of Alaska below the 10th percentile. In comparison with Category IIA institutions, University of Alaska Senior Colleges are currently at the 30th percentile. Proposed salary increases, which are based on those negotiated by the Community Colleges, would raise the University's compensation level for Senior Colleges to the 80th percentile in comparison with Category I institutions and the 95th percentile in comparison with Category IIA institutions by January 1st of 1975. The 9.7% increase proposed for July 1975 would be just sufficient to offset projected increases in "lower 48" salaries and the increased differential in cost of living between Alaska and the "lower 48."

Comparisons of Community College compensation revealed that the University of Alaska was in the 20th percentile in comparison with both Category III and Category IV institutions prior to the negotiated increases. The increases negotiated would, by January 1st of 1975, raise the University of Alaska Community Colleges to the 80th percentile in comparison with other Category III institutions and the 60th percentile in comparison with Category IV. Again, the 9.7% increase scheduled for 7/1/75 would be barely sufficient to maintain these ratings.

#### Comparisons With State Civil Service

Table VIII compares University of Alaska Senior College instructional staff salaries to those of State of Alaska Civil Service employees. A similar comparison is not undertaken for Community College instructional staff since there is no longer a rank designation in the Community Colleges on which this comparison is based.

Determining grade and rank comparability.

In making such comparison it is necessary to determine which State pay grades would be most comparable to the various University academic ranks. Thus an analysis was undertaken of the minimum requirements of over 100 different State job classifications which utilize similar training and experience to that required for University instructional positions. This analysis indicated that grade level 16 is the most common entry level for positions requiring at least a Master's degree, although in a few cases individuals with such qualifications might initially be hired as low as grade level 15 or as high as grade 17. The University of Alaska Senior Colleges require a Ph.D. degree for hiring at the Assistant Professor level, and although there are very few State jobs which require a doctoral degree, those which do require or recognize a doctoral degree in the hiring criteria stipulate an entry level of no less than grade 20. Minimum requirements for hiring in grades above this level for the State are generally stated in terms of additional experience requirements and the typical pattern is one in which an additional minimum experience requirement of one year would raise the hiring level by one pay grade. In contrast, an increase of one pay grade is the equivalent in percentage increase to two longevity steps and two longevity steps would normally require two years of experience. Thus, taking these two factors into consideration, it is reasonable to assume that two years of additional experience in the State pay pattern are the equivalent of an increase of between one and two pay grades. For University

of Alaska Senior Colleges, promotion to Associate Professor requires a minimum of five years experience as an Assistant Professor and thus the comparable minimum hiring level in the State pay pattern is assumed to be pay grade 23 and the range to extend to pay grade 25. Using a similar line of reasoning, the University requires at least five years of experience at the Associate Professor level for promotion to full Professor and thus the minimum State pay grade level that is assumed to be comparable to that of the University's full Professor is assumed to be pay grade level 25 and to extend up to pay grade 27. Admittedly, most State pay grades at or above level 26 would be for an administrative position, but the few non-administrative positions in this range require experience and training comparable to that for a University Professor.

Salary comparisons.

As indicated in Table VIII, the average University of Alaska Senior College salary is below that for comparable positions in State government at every rank. For instructors, the average Fairbanks salary is 5.2% below the comparable State salary for paygrade 15, and 41.3% below that for pay grade 19. For Assistant Professors, Anchorage Senior Colleges are 10.6% below that paid to State employees in comparable positions in pay grade 20 and 37.9% below those in pay grade 23. The differences for Juneau salaries are almost the same, but for Fairbanks the differentials are considerably larger and range from 23.5% for pay grade 20 to 54.0% in comparison with State employees in pay grade 23. The reason for this larger shortfall in the case of Fairbanks is, of course, the lack of any area cost of living differential in present University pay schedules such as exists for State employees. For Associate Professors, Anchorage

Senior College salaries are from 9.0 to 26.3% below those paid to State employees in comparable pay grades, and Juneau salaries are from 3.4 to 19.8% below the same State pay rates. Again, Fairbanks is farthest short of the State pay scales, with the shortfall ranging from 20.5% to 44.9%. For Professors, the differential for Anchorage ranges from 9.9% to 18.2%, and for Fairbanks it is 24.7 to 34.2%.

#### Comparisons With Federal Civil Service

Table IX compares University of Alaska Senior College Salaries with Federal Civil Service Salaries for comparable positions. This table incorporates both the base salary paid to Federal employees and the 25% "COLA." Since the COLA is not taxable for Federal Income Tax purposes, the COLA dollars must be adjusted upward to reflect this "tax break." Such an adjustment is made in Table IX and column 5 shows what would have to be paid in fully taxable income to provide the same amount of after tax income as does the Federal salary plus COLA. Column 6 reduces that annual equivalent to an academic year (9 month) basis for comparability with University instructional salaries.

Table IX shows that University salaries are below the comparable levels paid to Federal employees in all but two instances. The two exceptions are for Instructors' salaries compared with GS grades 7 and 8. Even for Instructors, however, the University average is 10.2% below GS 9 and 21.8% below GS 10, both ranges at which individuals with the qualifications of the University of Alaska Instructor could reasonably be expected to be hired. Furthermore, it should be noted that the Federal Government has been experiencing severe

problems in retaining qualified personnel at the lower pay grades for professional employees, especially in Fairbanks, which is where all of the Instructors considered in calculating average Senior College Instructors' salaries are presently located. As a consequence of the difficulties which they are experiencing, the heads of the Federal Agencies located in Fairbanks are currently making a very active effort to obtain an upgrading of Federal pay, particularly in the lower grades for professionals.

For Assistant Professors the comparable Federal GS pay schedule provides pay that ranges from 8.5% to 30.8% above the level for Senior College faculty, for Associates the shortfall ranges from 23.0 to 47.3% and for full Professors from 50.2 to 61.1%. A basic reason for the increasing differential as the pay grade rises is, of course, the fact that the non-taxable status of COIA becomes more important for higher income employees.

#### Summary

In summary it can be noted that while present University of Alaska Community College and Senior College compensation is quite low relative to that of their counterparts in the lower 48, the increases bargained and proposed would raise them to the point where it should be possible for the University to compete effectively for top quality faculty. Furthermore, whereas present University salaries are below those for their counterparts in State and Federal agencies, a larger than average salary increase for University employees should raise them to comparability with employees in the State and Federal governments.

TABLES

Table I

AVERAGE UNIVERSITY OF ALASKA  
INSTRUCTIONAL STAFF  
SALARIES AND COMPENSATION BY RANK  
AND LOCATION, 1974

<u>Campus/Rank</u>	<u>Average Salary</u> <sup>1</sup>	<u>Average Fringe Benefits</u> <sup>2</sup>	<u>Average Compensation</u> <sup>3</sup>
<u>Senior Colleges</u>			
<u>Anchorage Senior College:</u>			
Professor (7)	\$ 26,947	\$ 2,986	\$ 29,933
Associate (15)	21,782	2,691	24,473
Assistant (15)	17,211	2,430	19,641
Instructor (0)			
Ave. All Ranks (37)	20,906	2,641	23,547
<u>Fairbanks Campus:</u>			
Professor (35)	26,522	2,962	29,484
Associate (50)	21,986	2,703	24,689
Assistant (53)	17,210	2,430	19,640
Instructor (14)	13,474	2,217	15,691
Ave. All Ranks (152)	20,581	2,623	23,204
<u>Juneau Senior College:</u>			
Professor (0)			
Associate (2)	22,962	2,759	25,721
Assistant (3)	17,124	2,425	19,549
Instructor (0)			
Ave. All Ranks (5)	19,459	2,559	22,018
<u>All Senior College Campuses:</u>			
Professor (42)	26,593	2,966	29,559
Associate (67)	21,969	2,702	24,671
Assistant (71)	17,207	2,430	19,637
Instructor (14)	13,474	2,217	15,691
Ave. All Ranks (194)	20,614	2,625	23,239

Table I (continued)

<u>Campus/Rank</u>	<u>Average Salary<sup>1</sup></u>	<u>Average Fringe Benefits<sup>2</sup></u>	<u>Average Compensation<sup>3</sup></u>
<u>All Community Colleges:</u>			
Professor (2)	23,373	2,782	26,155
Associate (17)	19,204	2,544	21,748
Assistant (34)	16,301	2,378	18,679
Instructor (79)	14,260	2,258	16,518
All Ranks (182)	15,764	2,346	18,110

<sup>1</sup> Source: Personnel Offices, University of Alaska. All Salary and Compensation figures are on an academic year (9 month) basis and include the 4% cost of living increase effective 8/16/74.

<sup>2</sup> Fringe benefits include the University Contribution to Social Security; hospital, medical, audio-visual, dental, and life insurance, and the University's 5.61% contribution to the State Teachers' Retirement System. Technically, the retirement contribution would not be included if AAUP guidelines were followed since the plan does not vest until the individual employee has a minimum of eight years of service in the plan and the American Association of University does not recognize contributions to plans which do not vest in 5 years or less.

<sup>3</sup> Includes Salary and Fringe Benefits.

Note: Numbers in parenthesis represent the number of faculty in the particular rank at the Campus indicated during the Fall 1974. Under the newly negotiated Community College contract, academic rank has been abolished in the Community Colleges.

Table I (continued)

<u>Campus/Rank</u>	<u>Average Salary<sup>1</sup></u>	<u>Average Fringe Benefits<sup>2</sup></u>	<u>Average Compensation<sup>3</sup></u>
<u>Community Colleges</u>			
<u>Anchorage Community College:</u>			
Professor (2)	\$23,373	\$2,782	\$26,155
Associate (15)	19,215	2,545	21,760
Assistant (67)	16,209	2,373	18,582
Instructor (55)	14,220	2,259	16,479
Average All Ranks (139)	15,849	2,353	18,202
<u>Juneau-Douglas Community College:</u>			
Professor (0)	-	-	-
Associate (1)	19,125	2,539	21,664
Assistant (8)	16,243	2,375	18,618
Instructor (7)	12,559	2,127	14,686
Average All Ranks (16)	14,611	2,277	17,088
<u>Kenai:</u>			
Assistant (1)	16,569	2,393	18,962
Instructor (3)	15,057	2,307	17,364
Average All Ranks (4)	15,435	2,329	17,764
<u>Ketchikan:</u>			
Associate (1)	19,125	2,539	21,664
Assistant (2)	15,939	2,357	18,296
Instructor (2)	14,346	2,267	16,613
Average All Ranks (5)	15,939	2,357	18,296
<u>Kodiak:</u>			
Assistant (3)	17,262	2,433	19,695
Instructor (1)	17,532	2,448	19,980
Average All Ranks (4)	17,330	2,436	19,766
<u>Kuskokwim (Bethel):</u>			
Assistant (1)	18,585	2,509	21,094
Instructor (9)	15,399	2,327	17,726
Average All Ranks (10)	15,718	2,345	18,063
<u>Mat-Su (Palmer):</u>			
Instructor (2)	13,284	2,206	15,490
<u>Sitka:</u>			
Assistant (2)	17,262	2,433	19,695

Table II

UNIVERSITY OF ALASKA INSTRUCTIONAL STAFF SALARIES  
 --PRESENT AND BARGAINED OR PROPOSED--1974-75 AND 1975-76

	Present Average Salaries <sup>1</sup>	Average Salaries After 9/1/74 Increase (7.7%) & <sup>2</sup> COLD Adjustment	Average Salaries After 1/1/75 Increase (10.7%)	Average Salaries After 7/1/75 Increase (9.7%)
<u>Senior Colleges:</u>				
Professor (42)	\$26,593	\$31,118	\$34,448	\$37,789
Associate (67)	21,969	25,486	28,213	30,950
Assistant (71)	17,207	19,961	22,097	24,240
Instructor (14)	<u>13,474</u>	<u>16,040</u>	<u>17,756</u>	<u>19,478</u>
Average All Ranks (194)	\$20,614	\$24,001	\$26,569	\$29,146
<u>Community Colleges:</u>				
Average All Ranks (182) <sup>3</sup>	\$15,764	\$18,141	\$20,082	\$22,030

<sup>1</sup> Source: Table I.

<sup>2</sup> Includes the cost of fitting the faculty to the new "base" salary schedule, application of area cost of living differential (See Table IV for cost of living differentials applied for each city), and a 7.7% increase in the "base" schedule. The average increase from these three factors is 16.43% for Senior Colleges and 15.08% for Community Colleges.

<sup>3</sup> Only the average for all ranks is shown for Community Colleges since the contract negotiated eliminated academic rank for their faculty.

Note: Numbers in parenthesis represent the number of faculty in each rank.

Table III

UNIVERSITY OF ALASKA NON-COMMUNITY COLLEGE  
INSTRUCTIONAL STAFF COMPENSATION (SALARIES  
PLUS FRINGE BENEFITS)--PRESENT AND PROPOSED--  
1974-75 AND 1975-76<sup>1</sup>

	Present Average Compensation <sup>2</sup>	Average Compensation After Proposed 9/1/74 Salary Increases & CCLD Adjustment	Average Compensation After Proposed 1/1/75 Salary Increase	Average Compensation After Proposed 7/1/75 Salary Increase
<u>Senior Colleges:</u>				
Professor (42)	\$29,559	\$34,342	\$37,862	\$41,447
Associate (67)	24,671	28,389	31,271	34,217
Assistant (71)	19,637	22,548	24,806	27,124
Instructor (14)	<u>15,691</u>	<u>18,403</u>	<u>20,217</u>	<u>22,090</u>
All Ranks (194)	\$23,239	\$26,819	\$29,533	\$32,310
<u>Community Colleges:</u>				
All Ranks (182)	\$18,110	\$20,624	\$22,676	\$24,788

<sup>1</sup> See footnote 2, Table I for a discussion of fringe benefits included in compensation. Increased compensation figures were obtained by adding appropriate levels of fringe benefits (discussed in footnote 2, Table I) to salaries shown in Table II and thus do not reflect the same rates of increase as do salaries.

<sup>2</sup> Source: Table I.

Note: Numbers in parenthesis represent number of faculty in each rank.

Table IV

COSTS OF LOWER, INTERMEDIATE AND  
HIGHER STANDARD FAMILY BUDGETS IN SELECTED  
URBAN ALASKAN CITIES AS COMPARED  
WITH U.S. URBAN AVERAGE - AUTUMN 1974  
AND PROJECTIONS TO AUTUMN 1975<sup>1</sup>

	Autumn 1974 <sup>2</sup>			Autumn 1975 <sup>3</sup>		
	Lower	Intermed.	Higher	Lower	Intermed.	Higher
Urban U.S. Ave.	\$ 9,179	\$14,166	\$20,422	\$ 9,730	\$15,016	\$21,647
Anchorage <sup>2</sup>	13,595	18,701	26,048	14,683	20,197	28,132

Cost of Living Differential Indexes  
(U.S. Urban Average = 100)<sup>4</sup>

Anchorage	148	132	128	151	135	130
Bethel	210	137	181	214	191	184
Fairbanks	165	147	142	168	150	145
Juneau (Community College)	159	141	137	162	144	139
Juneau (Senior College)	148	132	128	151	135	130
Kenai	164	146	141	167	149	144
Ketchikan	149	133	128	152	135	131
Kodiak	169	151	146	172	154	148
Palmer	151	134	130	154	137	132
Sitka	163	145	140	166	148	143

<sup>1</sup> The "Lower," "Intermediate," and "Higher" budget figures are based on the three different budget levels utilized by the U.S. Bureau of Labor Statistics in its annual family living cost survey. For further discussion see Bracket, Jean C., "New BLS Budgets Provide Yardsticks for Measuring Family Living Costs," Monthly Labor Review, April 1969, pp. 3-16. These budgets are published for Anchorage but not for other Alaskan cities.

<sup>2</sup> U.S. Bureau of Labor Statistics figures for Autumn 1973 (U.S. Department of Labor, "Autumn 1973 Urban Family Budgets and Comparative Indexes for Selected Urban Areas") were projected to Autumn 1974 by applying the increase in the Consumer Price Index for the U.S. as a whole (+12.2%) and Anchorage (+13.2%) for the period from October 1973 to October 1974 to the respective budgets.

<sup>3</sup> Autumn 1975 budgets were estimated by projecting a 6% rate of inflation for the U.S. as a whole and an 8% rate for Alaska. This 2% higher rate is assumed because of expected pipeline construction impact.

Table IV (continued)

4 Fairbanks and Juneau (Senior College) indexes were estimated by assuming that the cost of living differential between these cities and Anchorage is the same as the area pay differentials included in the State of Alaska classified personnel pay schedule. This schedule shows no differential between Juneau and Anchorage, and an average of approximately 11.2% between Anchorage and Fairbanks. The indexes for Juneau (Community College) and all other Alaskan cities were developed by using the mean of the four indexes estimated by the State of Alaska, Division of Personnel in their 1972 survey ("Survey of Salaries and Benefits, Housing, and Food Costs and Salary Recommendations, Part III: Housing and Food Costs," December 1972), since these were the differentials included in the contract negotiated with the Community College Union. These differentials are (Anchorage = 100): Bethel - 141.8, Juneau - 107.1, Kenai - 110.5, Ketchikan - 100.6, Kodiak - 114.2, Palmer - 101.9, Sitka - 110.0.

Tab. V

UNIVERSITY OF ALASKA EQUIVALENTS OF PROJECTED 1974-75  
AAUP SCALES FOR AVERAGE ACADEMIC YEAR COMPENSATION

Rating <sup>2</sup>	1*		1	2		3	4		5	
Percentile	95	90	80	70	60	50	40	30	20	10
Category I <sup>3</sup>										
Professor (42)	44,690	43,480	40,870	37,980	36,990	35,100	34,700	33,760	32,460	31,310
Associate (67)	31,790	30,040	28,530	28,040	27,550	26,880	26,370	26,300	25,590	25,070
Assistant (71)	25,030	24,590	23,680	23,210	23,060	22,520	22,090	21,940	21,730	21,170
Instructor (14)	21,340	20,700	20,200	19,770	19,270	19,010	18,940	18,560	17,950	17,330
Average <sup>4</sup> All Ranks (194)	31,355	30,281	28,825	27,827	27,353	26,496	26,071	25,761	25,113	24,435
Category IIA <sup>3</sup>										
Professor (42)	38,320	36,990	35,360	34,160	32,700	31,250	30,060	28,490	27,140	24,980
Associate (67)	29,660	28,470	27,400	26,930	26,210	25,440	24,760	23,670	22,940	21,530
Assistant (71)	24,630	23,890	22,990	22,590	22,210	21,590	21,070	20,430	19,890	19,160
Instructor (14)	21,260	20,630	20,310	19,840	19,370	18,930	18,610	18,090	17,840	17,020
Average <sup>4</sup> All Ranks	29,088	28,073	26,998	26,395	25,658	24,819	24,113	23,125	22,365	21,084
Category III										
Professor	43,910	37,110	31,370	29,520	28,100	26,500	25,610	25,040	23,070	20,860
Associate	33,950	28,780	25,870	24,560	23,200	22,280	21,680	20,680	19,210	18,540
Assistant	27,500	24,760	21,970	21,130	20,180	19,610	19,120	18,430	17,830	17,150
Instructor	24,300	22,490	19,650	19,080	18,650	18,300	17,780	17,240	16,800	16,460
Average <sup>4</sup> All Ranks	26,894	24,286	21,431	20,653	19,885	19,366	18,849	18,196	17,569	17,021
Category IV <sup>3</sup>										
One Rank	27,250	26,630	25,230	23,820	22,610	22,060	20,270	18,960	18,100	16,870

Table V (continued)

- <sup>1</sup> University of Alaska equivalents of AAUP scales are a weighted average of comparable figures for those cities in which University instructional staff (faculty) reside. (See Appendix Table IV.) The weights are based on the actual number of instructional staff in each rank and in each city in 1974-75 (see Table I for distribution of faculty). In averaging Categories I and IIA only Senior College staff was considered, while for Category III only Community College faculty was included.
- <sup>2</sup> Interpretation of the Ratings:

  - 1\* = 95th percentile (top 5 percent of the institutions)
  - 1 = 80th percentile (next 15 percent)
  - 2 = 60th percentile (next 20 percent)
  - 3 = 40th percentile (next 20 percent)
  - 4 = 20th percentile (next 20 percent)
  - 5 = less than 20th percentile (bottom 20 percent)

For a discussion of the AAUP rating system see AAUP Bulletin, Volume 57, June 1971, pp. 230-238.
- <sup>3</sup> Category I includes institutions which offer the doctoral degree and which, in the most recent three years, conferred an annual average of fifteen or more doctorates covering a minimum of three -non-related disciplines. Category IIA includes institutions awarding degrees above the baccalaureate but not included in Category I. Category III includes two-year institutions while Category IV includes institutions which do not have faculty ranks.
- <sup>4</sup> Weights are based on the number of faculty in each rank at the University of Alaska. See figures in parenthesis by rank titles in Table I.

Table VI

 UNIVERSITY OF ALASKA EQUIVALENTS OF PROJECTED 1975-76 AAUP PERCENTILE  
 SCALES FOR AVERAGE ACADEMIC YEAR COMPENSATION<sup>1</sup>

Rating <sup>2</sup>	1*	1	2	3	4	5				
Percentile	95	90	80	70	60	50	40	30	20	10
<u>Category I<sup>3</sup></u>										
Professor	49,020	47,690	44,820	41,650	40,580	38,500	38,050	37,020	35,610	34,340
Associate	34,850	32,930	31,280	30,710	30,160	29,430	28,880	28,800	28,020	27,460
Assistant	27,410	26,940	25,950	25,430	25,270	24,670	24,200	24,050	23,820	23,200
Instructor	23,380	22,630	22,050	21,580	21,030	20,750	20,680	20,260	19,600	18,920
Average All Ranks	34,367	33,190	31,595	30,487	29,967	29,025	28,561	28,225	27,518	26,774
<u>Category IIA</u>										
Professor	42,020	40,580	38,780	37,460	35,870	34,270	32,970	31,240	29,730	27,360
Associate	32,520	31,220	29,990	29,490	28,700	27,860	27,110	25,930	25,130	23,600
Assistant	26,980	26,170	25,190	24,750	24,340	23,660	23,100	22,400	21,720	20,920
Instructor	23,300	22,520	22,170	21,660	21,150	20,660	20,310	19,750	19,470	18,580
Average All Ranks	31,884	30,770	29,572	28,916	28,112	27,191	26,420	25,342	24,469	23,071
<u>Category III</u>										
Professor	47,940	40,520	34,250	32,220	30,680	28,930	27,930	27,320	25,230	22,860
Associate	37,080	31,430	28,220	26,830	25,360	24,370	23,740	22,660	21,070	20,280
Assistant	30,030	27,050	24,050	23,140	22,130	21,510	20,990	20,150	19,490	18,750
Instructor	26,580	24,770	21,500	20,870	20,400	20,020	19,440	18,840	18,370	18,000
Average All Ranks	29,388	26,617	23,445	22,599	21,775	21,212	20,650	19,895	19,215	18,613
<u>Category IV</u>										
One Rank	29,770	29,050	27,550	26,040	24,750	24,160	22,230	20,740	19,790	18,450

<sup>1</sup> See footnote 1, Table V.

Table VI (continued)

<sup>2</sup> See footnote 2, Table V.

<sup>3</sup> See footnote 3, Table V.

<sup>4</sup> See footnote 4, Table V.

Table VII

UNIVERSITY OF ALASKA INSTRUCTIONAL STAFF  
 COMPENSATION TO AAUP PERCENTILE DISTRIBUTIONS  
 OF COMPENSATION ADJUSTED FOR ALASKA COLD,  
 1974-75 AND 1975-76

Percentile Ratings of University of Alaska Compensation  
 Based on:

Present Compensation	Inc. Bargained for 9/1/74 (7.7%) Plus COLD Allow. & Fitting to Salary Schedule	Additional Increase Bargained for 1/1/75 (10.7%)	Additional Increase Bargained for 7/1/75 (9.7%)
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Senior Colleges

Category I <sup>2</sup> - Ave. All Ranks	Below 10th	50th	80th	80th
Category IIA <sup>2</sup> - Ave. All Ranks	30th	70th	95th	95th

Community Colleges

Category III <sup>2</sup> - Ave. All Ranks	20th	60th	80th	80th
Category IV <sup>2</sup> - One Rank	20th	40th	60th	60th

<sup>1</sup> Percentile ratings are found by comparing the compensation figures in Table III with the percentile distributions in Tables V and VI.

<sup>2</sup> Category I includes institutions which offer the doctoral degree and which, in the most recent years, conferred an annual average of fifteen or more doctorates covering a minimum of three non-related disciplines. Category IIA includes institutions awarding degrees above the baccalaureate but not included in Category I. Category III includes two-year institutions while Category IV includes institutions which do not have faculty ranks.

*PACIFIC COLLEGES HAVE THE  
 HIGHEST SALARIED FACULTY  
 IN NATION.*

Table VIII

STATE OF ALASKA CIVIL SERVICE SALARIES COMPARED TO UNIVERSITY OF ALASKA  
SENIOR COLLEGE INSTRUCTIONAL STAFF SALARIES <sup>1</sup>

Professorial Ranks and Grade Equivalents	State Civil Service Salaries - Academic Year Basis <sup>2</sup>			Current University of Alaska Senior College Average Salaries <sup>3</sup> (Academic Year Basis)		
	Step	Anchorage-Juneau	Fairbanks	Anchorage	Juneau	Fairbanks
<u>Instructor:</u>				(4)	(4)	\$13,474
15	C	\$12,689	\$14,180			
16	C	13,664	15,264			
17	C	14,714	16,422			
18	C	15,833	17,679			
19	C	17,041	19,033			
<u>Assistant Prof.:</u>				17,211	17,124	17,210
20	D	19,033	21,252			
21	D	20,486	22,881			
22	D	22,047	24,616			
23	D	23,735	26,503			
<u>Associate Prof.:</u>				21,782	22,962	21,986
23	D	23,735	26,503			
24	D	25,551	28,535			
25	D	27,504	31,863			
<u>Professor:</u>				26,947	(4)	26,522
25	F	29,605	33,060			
26	F	30,704	34,297			
27	F	31,863	35,583			

<sup>1</sup> Grade equivalents were based on an analysis of minimum educational and experience requirements for State Civil Service positions as compared to those for academic ranks at the University of Alaska. Step levels were based on the average estimated time in rank for Senior College instructional staff in 1973-74 which were as follows: Instructor - 2.8 years; Assistant - 3.9 years; Associate - 3.6 years; Professor - 5.8 years. These were rounded to the nearest whole number to provide the step level.

Table VIII (continued)

- <sup>2</sup> State Civil Service salaries are adjusted to an academic year basis to make them comparable with University of Alaska academic year salaries. An adjustment factor of 0.818 is used in conformance with guidelines from the AAUP.
- <sup>3</sup> Source: Table I.
- <sup>4</sup> Indicates that there are no Senior College instructional staff in this rank at the campus indicated.

Table IX

FEDERAL CIVIL SERVICE SALARIES PLUS "COLA" (COST OF LIVING ALLOWANCE)  
 COMPARED TO PRESENT UNIVERSITY OF ALASKA SENIOR COLLEGE  
 INSTRUCTIONAL STAFF SALARIES <sup>1</sup>

Rank & G.S. Equiv. Grade	Federal Civil Service Salaries Plus "COIA"						U. of A. Senior College <sup>5</sup> Average Salaries (Academic Yr.Basis)
	(1) Step	(2) Annual Salary	(3) COLA	(4) COLA <sup>2</sup> Factor	(5) Reg. Inc. Equiv. of Salary + COIA <sup>3</sup>	(6) Academic Year Basis <sup>4</sup>	
<u>Instructor:</u>							13,474
GS 7	3	\$11,222	\$2,806	1.273	\$14,794	12,101	
GS 8	3	12,416	3,104	1.292	16,426	13,436	
GS 9	3	13,697	3,424	1.301	18,152	14,848	
GS 10	3	15,059	3,765	1.328	20,059	16,408	
<u>Assistant:</u>							17,207
GS 11	4	17,029	4,257	1.362	22,827	18,672	
GS 12	4	20,308	5,077	1.418	27,507	22,501	
<u>Associate:</u>							21,969
GS 13	4	23,997	5,999	1.508	33,043	27,029	
GS 14	4	28,140	7,035	1.623	39,558	32,358	
<u>Professor:</u>							26,593
GS 15	5	33,794	8,449	1.780	48,833	39,945	
GS 16	5	36,000	9,000	1,818	52,362	42,832	

<sup>1</sup> Comparable G.S.--grade levels used here are the same as those used in the 1971 Salary Study (See: "A Challenge to Excellence: Professional Personnel Compensation at the University of Alaska," A Report of the University of Alaska Salary Review Committee, November 1971, Table XV, p. 30 and discussion pp. 29-32). These were based on an analysis of minimum educational and experience requirements for Federal Civil Service positions as compared with University of Alaska minimum rank criteria. The step levels were based on the average time in rank indicated in footnote 1, Table VIII. See Appendix Table VI for Civil Service Schedule Salaries.

Table IX (continued)

<sup>2</sup> "COLA Factor" is the factor by which COLA is adjusted to compensate for the non-taxable (for federal tax purposes) status of COLA. It is calculated by the following formula:

$$I_R = I_C \frac{(1 - .205F_S)}{(1 - 1.205F_S)}$$

Where  $I_R$  is the regular fully taxable income equivalent of  $I_C$  (COLA) and  $F_S$  is the federal tax rate on the appropriate level of marginal income. The appropriate federal tax rate was determined by assuming the 15% standard deduction up to \$2,000.00, or 10% deduction (whichever was greater) and a 4 - dependent family.

<sup>3</sup> Annual Salary plus COLA adjusted by COLA factor.

<sup>4</sup> Column 5 (Regular Income Equivalent of Annual Salary + COLA) times 9/11 (0.818).

<sup>5</sup> Source: Table I.

APPENDIX TABLES

## Appendix Table I

PERCENTILE DISTRIBUTIONS OF AVERAGE COMPENSATION  
BY NUMBER OF INSTITUTIONS, 1973-74<sup>1</sup>

Rating <sup>2</sup>	1*	1	2	3	4	5				
Percentile	95	90	80	70	60	50	40	30	20	10
Category I <sup>3</sup>										
Professor	29,770	28,960	27,220	25,290	24,640	23,380	23,110	22,400	21,620	20,850
Associate	21,360	20,180	19,170	18,820	18,450	17,950	17,570	17,520	16,990	16,610
Assistant	16,530	16,260	15,600	15,260	15,150	14,760	14,450	14,350	14,200	13,800
Instructor	13,530	13,060	12,590	12,190	11,750	11,530	11,470	11,150	10,650	10,160
Category IIA <sup>3</sup>										
Professor	25,520	24,640	23,550	22,750	21,780	20,810	20,020	18,970	17,970	16,380
Associate	19,930	19,130	18,340	17,990	17,450	16,880	16,300	15,590	15,060	14,060
Assistant	16,290	15,750	15,100	14,810	14,540	14,100	13,730	13,280	12,790	12,100
Instructor	13,480	12,990	12,690	12,260	11,840	11,460	11,190	10,760	10,560	9,920
Category III <sup>3</sup>										
Professor	31,910	26,970	22,800	21,450	20,420	19,260	18,570	18,110	16,550	14,830
Associate	24,570	20,830	18,690	17,650	16,570	15,850	15,390	14,620	13,500	12,920
Assistant	19,590	17,500	15,350	14,710	14,000	13,570	13,210	12,510	11,920	11,280
Instructor	16,440	15,200	13,010	12,450	12,040	11,720	11,250	10,780	10,410	10,130
Category IV <sup>3</sup>										
One Rank	19,130	18,660	17,570	16,490	15,580	15,170	13,840	12,760	11,920	10,800

<sup>1</sup> Source: AAUP Bulletin, Vol. 60, No. 2, Summer, 1974, Table 8, page 178.

<sup>2</sup> Interpretation of the Ratings:

- 1\* = 95th percentile (top 5 percent of institutions)
- 1 = 80th percentile (next 15 percent)
- 2 = 60th percentile (next 20 percent)
- 3 = 40th percentile (next 20 percent)
- 4 = 20th percentile (next 20 percent)
- 5 = less than 20th percentile (bottom 20 percent)

For a discussion of the AAUP rating system see AAUP Bulletin, Volume 57, June 1971, pp. 230-238.

Appendix Table 1 (continued)

- 3 Category I includes institutions which offer the doctorate degree and which, in the most recent three years, conferred an annual average of fifteen or more earned doctorates in a minimum of three non-related disciplines. Category III includes two-year institutions while Category IV includes institutions which do not have faculty ranks.

## Appendix Table II

1974-75 PROJECTED SCALES OF AVERAGE COMPENSATION  
(SALARY PLUS FRINGE BENEFITS), 9-MONTH BASIS<sup>1</sup>

Rating <sup>2</sup>	1*		1		2		3		4		5	
Percentile	95	90	80	70	60	50	40	30	20	10		
Category I <sup>3</sup>												
Professor	32,003	31,132	29,262	27,187	26,488	25,134	24,843	24,166	23,242	22,414		
Associate	22,962	21,694	20,608	20,232	19,834	19,296	18,888	18,834	18,264	17,856		
Assistant	17,824	17,480	16,770	16,405	16,286	15,867	15,534	15,426	15,265	14,835		
Instructor	14,545	14,040	13,534	13,104	12,631	12,395	12,330	11,986	11,449	10,922		
Category II <sup>3</sup>												
Professor	27,434	26,488	25,316	24,456	23,414	22,371	21,522	20,393	19,318	17,609		
Associate	21,425	20,565	19,716	19,339	18,759	18,146	17,609	16,759	16,190	15,115		
Assistant	17,512	16,931	16,233	15,921	15,631	15,158	14,760	14,276	13,749	13,008		
Instructor	14,491	13,964	13,642	13,180	12,728	12,320	12,029	11,567	11,352	10,664		
Category III <sup>3</sup>												
Professor	34,303	28,993	24,510	23,059	21,952	20,705	19,963	19,468	17,791	15,942		
Associate	26,413	22,392	20,092	18,974	17,813	17,039	16,554	15,717	14,513	13,839		
Assistant	21,059	18,813	16,501	15,813	15,050	14,588	14,201	13,448	12,814	12,126		
Instructor	17,673	16,240	13,986	13,384	12,943	12,599	12,094	11,589	11,191	10,890		
Category IV <sup>3</sup>												
One Rank	20,565	20,060	18,888	17,727	16,749	16,308	14,878	13,717	12,814	11,610		

<sup>1</sup> Projections were made by assuming that all classes experienced the 7.5% average increase reported by the AAUP in initial reports (See: "Pay Vs. Living Cost: the Unequal Race," Chronicle of Higher Education, Dec. 2, 1974, p. 1.) The 7.5% was multiplied times the actual 1973-74 decile distributions of Appendix Table I.

<sup>2</sup> See footnote 2, Appendix Table I.

<sup>3</sup> See footnote 3, Appendix Table I.

## Appendix Table III

PROJECTED 1975-76 AAUP SCALES OF  
AVERAGE COMPENSATION (SALARY PLUS FRINGE BENEFITS)  
9 - MONTH BASIS<sup>1</sup>

Rating <sup>2</sup>	1*		1		2		3		4		5	
Percentile	95	90	80	70	60	50	40	30	20	10		
<u>Category I<sup>3</sup></u>												
Professor	\$34,403	\$33,467	\$31,456	\$29,226	\$28,475	\$27,019	\$26,706	\$25,978	\$24,985	\$24,095		
Associate	24,684	23,321	22,153	21,749	21,321	20,743	20,304	20,247	19,634	19,195		
Assistant	19,160	18,790	18,028	17,635	17,508	17,057	16,699	16,583	16,410	15,948		
Instructor	15,636	15,092	14,549	14,087	13,579	13,324	13,255	12,885	12,307	11,741		
<u>Category IIA</u>												
Professor	29,492	28,475	27,215	26,290	25,170	24,049	23,136	21,922	20,767	18,929		
Associate	23,032	22,107	21,194	20,790	20,166	19,507	18,929	18,016	17,404	16,248		
Assistant	18,825	18,201	17,450	17,115	16,803	16,294	15,867	15,347	14,780	13,983		
Instructor	15,578	15,012	14,665	14,168	13,683	13,243	12,931	12,435	12,203	11,464		
<u>Category III</u>												
Professor	36,876	31,167	26,348	24,788	23,598	22,257	21,460	20,928	19,126	17,138		
Associate	28,394	24,072	21,599	20,397	19,149	18,317	17,785	16,895	15,601	14,931		
Assistant	22,639	20,223	17,739	16,999	16,179	15,682	15,266	14,457	13,775	13,035		
Instructor	18,998	17,566	15,035	14,388	13,914	13,544	13,001	12,458	12,030	11,706		
<u>Category IV</u>												
One Rank	22,107	21,564	20,304	19,056	18,005	17,531	15,994	14,746	13,775	12,481		

<sup>1</sup> Projections to 1975-76 were made by assuming that the same average rate of increase which prevailed from 1973-74 to 1974-75 (see footnote 1, Appendix Table II) also continued into 1975-76. Thus the data in Appendix Table I were compounded twice by 7.5%.

<sup>2</sup> See footnote 2, Appendix Table I.

<sup>3</sup> See footnote 3, Appendix Table I.

Appendix Table IV

1974-75 PROJECTED SAUP SCALES FOR AVERAGE ACADEMIC YEAR  
 COMPENSATION ADJUSTED FOR ALASKA "COLD"  
 OF SELECTED ALASKA CITIES<sup>1</sup>

Percentiles	95	90	80	70	60	50	40	30	20	10
ANCHORAGE CATEGORY I										
PROFESSOR	40960.	39850.	37460.	34800.	33900.	32170.	31800.	30930.	29750.	28640.
ASSOCIATE	29390.	27770.	26380.	25920.	25480.	24840.	24360.	24000.	23520.	23150.
ASSISTANT	23110.	22700.	21880.	21420.	21200.	20770.	20370.	20240.	20040.	19520.
INSTRUCTOR	19160.	18590.	18140.	17740.	17290.	17070.	17000.	16660.	16110.	15550.

COST OF LIVING INDEX			
ANCHORAGE	LOW	MOD	HIGH
	1.4800	1.3200	1.2900

FAIRBANKS CATEGORY I										
PROFESSOR	45440.	44210.	41950.	38610.	37810.	36490.	35230.	34920.	33000.	31930.
ASSOCIATE	32610.	30810.	29760.	28700.	28280.	27570.	27050.	26980.	26250.	25720.
ASSISTANT	25450.	25220.	24300.	23820.	23580.	23110.	22670.	22520.	22310.	21730.
INSTRUCTOR	21340.	20700.	20200.	19770.	19270.	19010.	18940.	18560.	17980.	17380.

COST OF LIVING INDEX			
FAIRBANKS	LOW	MOD	HIGH
	1.6500	1.4700	1.4200

JUN - DCUG CATEGORY I										
PROFESSOR	40960.	39850.	37460.	34800.	32900.	32170.	31800.	30930.	29750.	28640.
ASSOCIATE	29390.	27770.	26380.	25920.	25480.	24840.	24360.	24000.	23520.	23150.
ASSISTANT	23110.	22700.	21880.	21420.	21200.	20770.	20370.	20240.	20040.	19520.
INSTRUCTOR	19160.	18590.	18140.	17740.	17290.	17070.	17000.	16660.	16110.	15550.

COST OF LIVING INDEX			
JUN - DCUG	LOW	MOD	HIGH
	1.4800	1.3200	1.2900

ANCHORAGE CATEGORY 2A										
PROFESSOR	35120.	33900.	32400.	31300.	29970.	28630.	27550.	26110.	24800.	23650.
ASSOCIATE	27420.	26320.	25330.	24800.	24210.	23490.	22860.	22440.	21160.	20000.
ASSISTANT	22740.	22050.	21210.	20840.	20490.	19910.	19430.	19110.	18310.	17300.
INSTRUCTOR	19100.	18520.	18240.	17810.	17390.	16990.	16700.	16380.	15610.	15270.

COST OF LIVING INDEX			
ANCHORAGE	LOW	MOD	HIGH
	1.4800	1.3200	1.2900

FAIRBANKS CATEGORY 2A										
PROFESSOR	38960.	37610.	35950.	34730.	33250.	31770.	30540.	29250.	27400.	25400.
ASSOCIATE	30420.	29200.	28110.	27830.	26890.	26100.	25400.	24200.	23540.	22100.
ASSISTANT	25270.	24510.	23590.	23100.	22790.	22160.	21630.	20870.	20620.	19370.
INSTRUCTOR	21260.	20630.	20310.	19840.	19370.	18930.	18610.	18090.	17340.	17020.

COST OF LIVING INDEX			
FAIRBANKS	LOW	MOD	HIGH
	1.6500	1.4700	1.4200

JUN - DCUG CATEGORY 2A										
PROFESSOR	35120.	33900.	32400.	31300.	29970.	28630.	27550.	26110.	24800.	23650.
ASSOCIATE	27420.	26320.	25330.	24800.	24210.	23490.	22860.	21640.	21100.	19600.
ASSISTANT	22740.	22050.	21210.	20840.	20490.	19910.	19430.	19110.	18310.	17300.
INSTRUCTOR	19100.	18520.	18240.	17810.	17390.	16990.	16700.	16230.	15610.	15270.

COST OF LIVING INDEX			
JUN - DCUG	LOW	MOD	HIGH
	1.4800	1.3200	1.2900

Appendix Table IV (continued)

ADJUSTED SALARY SCALES										
Percentiles	95	90	80	70	60	50	40	30	20	10
ANCHORAGE										
CATEGORY 3										
PROFESSOR	43910.	37110.	31370.	26500.	21600.	16700.	11800.	6900.	2000.	1000.
ASSOCIATE	33310.	28400.	23500.	18600.	13700.	8800.	3900.	1000.	1000.	1000.
ASSISTANT	26540.	22770.	18900.	14000.	9100.	4200.	1000.	1000.	1000.	1000.
INSTRUCTOR	22930.	21200.	19540.	17800.	16100.	14400.	12700.	11000.	9300.	7600.

COST OF LIVING INDEX			
ANCHORAGE	LOW	POD	HIGH
	1.4000	1.3200	1.2600

BETHEL										
CATEGORY 3										
PROFESSOR	42070.	35440.	28810.	22180.	15550.	8920.	3290.	1000.	1000.	1000.
ASSOCIATE	31410.	26500.	21600.	16700.	11800.	6900.	2000.	1000.	1000.	1000.
ASSISTANT	24640.	20870.	17000.	12100.	7200.	2300.	1000.	1000.	1000.	1000.
INSTRUCTOR	21030.	19300.	17640.	15900.	14200.	12500.	10800.	9100.	7400.	5700.

COST OF LIVING INDEX			
BETHEL	LOW	POD	HIGH
	2.1000	1.8700	1.8100

JUN - CDUG										
CATEGORY 3										
PROFESSOR	47000.	39720.	32440.	25160.	17880.	10600.	4320.	1000.	1000.	1000.
ASSOCIATE	36160.	30880.	25600.	20320.	15040.	9760.	2640.	1000.	1000.	1000.
ASSISTANT	29320.	24040.	18760.	13500.	8240.	2980.	1000.	1000.	1000.	1000.
INSTRUCTOR	24520.	22400.	20280.	18160.	16040.	13920.	11800.	9680.	7560.	5440.

COST OF LIVING INDEX			
JUN - CDUG	LOW	POD	HIGH
	1.5500	1.4100	1.3700

KENAI										
CATEGORY 3										
PROFESSOR	48370.	40800.	33230.	25660.	18090.	10520.	4240.	1000.	1000.	1000.
ASSOCIATE	37240.	31570.	25900.	20230.	14560.	8900.	2760.	1000.	1000.	1000.
ASSISTANT	30400.	26770.	23140.	19510.	15860.	12210.	8520.	7140.	5760.	4380.
INSTRUCTOR	25310.	23440.	21570.	19700.	17830.	15960.	14090.	12220.	10350.	8480.

COST OF LIVING INDEX			
KENAI	LOW	POD	HIGH
	1.6400	1.4600	1.4100

1974-75 COMMUNITY COL DISTRIBUTIONS OF AVERAGE COMPENSATION III

KETCHIKAN										
CATEGORY 3										
PROFESSOR	43910.	37110.	31370.	25500.	19600.	13700.	7800.	2900.	1000.	1000.
ASSOCIATE	33310.	28400.	23500.	18600.	13700.	8800.	3900.	1000.	1000.	1000.
ASSISTANT	26540.	22770.	18900.	14000.	9100.	4200.	1000.	1000.	1000.	1000.
INSTRUCTOR	23010.	21330.	19650.	17970.	16290.	14610.	12930.	11250.	9570.	7890.

COST OF LIVING INDEX			
KETCHIKAN	LOW	POD	HIGH
	1.4500	1.3300	1.2800

KODIAK										
CATEGORY 3										
PROFESSOR	50050.	42330.	34610.	26890.	19170.	11450.	4730.	1000.	1000.	1000.
ASSOCIATE	38160.	32440.	26720.	21000.	15280.	9560.	3060.	1000.	1000.	1000.
ASSISTANT	30750.	27030.	23310.	19590.	15870.	12150.	8410.	6790.	5170.	3550.
INSTRUCTOR	26190.	24570.	22950.	21330.	19710.	18090.	16470.	14850.	13230.	11610.

COST OF LIVING INDEX			
KODIAK	LOW	POD	HIGH
	1.7000	1.5100	1.4600

MAT - SU										
CATEGORY 3										
PROFESSOR	44590.	37490.	30390.	23290.	16190.	9090.	3190.	1000.	1000.	1000.
ASSOCIATE	34340.	29140.	23940.	18740.	13540.	8340.	2340.	1000.	1000.	1000.
ASSISTANT	27220.	23020.	18820.	14620.	10420.	6220.	1000.	1000.	1000.	1000.
INSTRUCTOR	23260.	21640.	20020.	18400.	16780.	15160.	13540.	11920.	10300.	8680.

COST OF LIVING INDEX			
MAT - SU	LOW	POD	HIGH
	1.5100	1.3400	1.3000

SIKKA										
CATEGORY 3										
PROFESSOR	40020.	33920.	27820.	21720.	15620.	9520.	3020.	1000.	1000.	1000.
ASSOCIATE	30110.	25010.	19910.	14810.	9710.	4610.	1000.	1000.	1000.	1000.
ASSISTANT	24200.	20100.	16000.	11900.	7800.	3700.	1000.	1000.	1000.	1000.
INSTRUCTOR	20130.	18030.	15930.	13830.	11730.	9630.	7530.	5430.	3330.	1230.

COST OF LIVING INDEX			
SIKKA	LOW	POD	HIGH
	1.6300	1.4500	1.4000

Appendix Table IV (continued)

1 The 1974-75 AAUP projected compensation scales (Appendix Table II) were adjusted to Alaska dollar equivalents by the following method: The compensation for each category, rank, and percentile in the AAUP scale was compared to the three levels of dollar budget cost projections for the urban U.S. for Autumn 1974 (see Table IV). If the particular compensation figure exceeded the higher budget figure, it was multiplied by the "higher budget" index for the Alaskan city to get its equivalent in dollars for the particular Alaskan city. For example: the projected compensation for the 95th percentile (1\* rating) for Professors in Category I schools is \$32,003 (see Appendix Table II). Since this is greater than \$20,422 (the Urban U.S. estimated cost for the "higher" budget--see Table IV), the \$32,003 is multiplied by 1.28 to get its equivalent in Anchorage and Juneau (\$40,964--rounded to \$40,960 in the table) and by 1.42 to get its Fairbanks equivalent (\$45,444--rounded to \$45,440). If the particular compensation figure being adjusted was less than \$20,422 but greater than \$14,166 (the Urban U.S. estimated cost for the "intermediate" budget--Table IV), the following ratio was calculated: (Compensation figure - \$14,166) ÷ (\$20,422 - 14,166). This ratio is the fraction of the distance from the "intermediate" budget COLD index to the "higher" budget index for the compensation figure being adjusted. For example: the AAUP compensation figure for the 20th percentile for Assistant Professors in Category I is \$15,265. Calculating the ratio:  $(15,265 - 14,166) \div (20,422 - 14,166) = 0.176$ . Thus the \$15,265 compensation figure is 17.6% of the distance between \$14,166 and \$20,422. To translate this into Anchorage dollars, a COLD index is calculated which is 17.6% of the distance between the Anchorage "intermediate" and "higher" budget COLD indexes (i.e., 17.6% of the distance between 132 and 128 or  $17.6\% \times 4 = 0.704$ ; and  $132 - 0.704 = 131.296\%$ ). This multiplied times the \$15,265 figure is the Anchorage equivalent (\$20,042--rounded to \$20,040) of the \$15,265 compensation figure in the "lower forty-eight." A similar method is utilized for other cities and for compensation figures which fall between the "lower" and "intermediate" budget cost.

Note: See footnote 3, Appendix Table I for definitions of categories.

The COLD (Cost of Living Differential) indexes for each city are from Table IV.

Appendix Table V

1975-76 PROJECTED AAUP SCALES FOR AVERAGE ACADEMIC  
YEAR COMPENSATION ADJUSTED FOR ALASKA  
"COLD" OF SELECTED ALASKA CITIES<sup>1</sup>

Percentiles	95	90	80	70	60	50	40	30	20	10
ANCHORAGE CATEGORY I										
PROFESSOR	44720.	43510.	40890.	37990.	37020.	35120.	34720.	33770.	32480.	31320.
ASSOCIATE	32090.	30320.	28920.	28270.	27770.	27110.	26550.	26530.	25920.	25310.
ASSISTANT	25270.	24330.	23920.	23460.	23310.	22760.	22330.	22190.	21930.	21430.
INSTRUCTOR	21040.	20370.	19920.	19410.	18920.	18670.	18500.	18230.	17820.	17310.

COST OF LIVING INDEX			
ANCHORAGE	LOW	MOD	HIGH
	1.5100	1.3500	1.3000

FAIRBANKS CATEGORY I										
PROFESSOR	47820.	46530.	45210.	42380.	41290.	39180.	38720.	37670.	36250.	34940.
ASSOCIATE	35790.	33820.	32120.	31540.	30670.	28220.	27850.	26970.	25770.	24150.
ASSISTANT	29140.	27550.	26920.	26100.	25930.	25320.	24340.	24480.	24440.	23110.
INSTRUCTOR	23380.	22630.	22090.	21560.	21020.	20750.	20660.	20260.	19810.	18820.

COST OF LIVING INDEX			
FAIRBANKS	LOW	MOD	HIGH
	1.6800	1.5000	1.4500

JUN - DRUG CATEGORY I										
PROFESSOR	44720.	43510.	40890.	37990.	37020.	35120.	34720.	33770.	32480.	31320.
ASSOCIATE	32090.	30320.	28920.	28270.	27770.	27110.	26550.	26530.	25920.	25310.
ASSISTANT	25270.	24330.	23920.	23460.	23310.	22760.	22330.	22190.	21930.	21430.
INSTRUCTOR	21040.	20370.	19920.	19410.	18920.	18670.	18500.	18230.	17820.	17310.

COST OF LIVING INDEX			
JUN - DRUG	LOW	MOD	HIGH
	1.5100	1.3500	1.3000

ANCHORAGE CATEGORY 2A										
PROFESSOR	39340.	37020.	35300.	34180.	32720.	31260.	30060.	28500.	27130.	25830.
ASSOCIATE	29940.	28740.	27620.	27160.	26440.	25670.	25000.	23910.	23100.	21790.
ASSISTANT	24870.	24130.	23240.	22830.	22460.	21840.	21320.	20660.	20060.	19310.
INSTRUCTOR	20960.	20270.	19550.	19450.	19020.	18590.	18270.	17760.	17510.	16710.

COST OF LIVING INDEX			
ANCHORAGE	LOW	MOD	HIGH
	1.5100	1.3500	1.3000

FAIRBANKS CATEGORY 2A										
PROFESSOR	42760.	41290.	39400.	38120.	36500.	34870.	33550.	31790.	30250.	27430.
ASSOCIATE	33400.	32060.	30300.	30280.	29470.	28600.	27830.	26820.	25790.	24220.
ASSISTANT	27700.	26160.	25090.	24400.	24490.	24280.	23700.	22790.	22290.	21470.
INSTRUCTOR	23300.	22520.	22170.	21660.	21150.	20660.	20310.	19750.	19470.	18890.

COST OF LIVING INDEX			
FAIRBANKS	LOW	MOD	HIGH
	1.6800	1.5000	1.4500

JUN - DRUG CATEGORY 2A										
PROFESSOR	39340.	37020.	35300.	34180.	32720.	31260.	30060.	28500.	27130.	25830.
ASSOCIATE	29940.	28740.	27620.	27160.	26440.	25670.	25000.	23910.	23100.	21790.
ASSISTANT	24870.	24130.	23240.	22830.	22460.	21840.	21320.	20660.	20060.	19310.
INSTRUCTOR	20960.	20270.	19550.	19450.	19020.	18590.	18270.	17760.	17510.	16710.

COST OF LIVING INDEX			
JUN - DRUG	LOW	MOD	HIGH
	1.5100	1.3500	1.3000

Appendix Table 7 (continued)

Percentiles	95	90	80	70	50	50	40	30	20	10
ANCHORAGE										
CATEGORY 3										
PROFESSOR	47940.	40520.	34280.	32220.	30980.	28930.	27930.	27320.	25230.	22480.
ASSOCIATE	35910.	31290.	27490.	26710.	25250.	24270.	23640.	22570.	20990.	21200.
ASSISTANT	29430.	24910.	23570.	22490.	21700.	21590.	20580.	19760.	19110.	18380.
INSTRUCTOR	25080.	23380.	20300.	19700.	19250.	18490.	18340.	17790.	17330.	16780.

COST OF LIVING INDEX			
ANCHORAGE	LOW	MED	HIGH
	1.5100	1.3500	1.3000

BETHEL										
CATEGORY 3										
PROFESSOR	67850.	57250.	48480.	45610.	43420.	40950.	39530.	38670.	35700.	32350.
ASSOCIATE	52240.	44290.	39750.	37800.	35740.	34350.	33450.	31930.	29700.	28570.
ASSISTANT	41660.	37510.	33370.	32110.	30700.	29840.	29120.	27960.	27050.	26320.
INSTRUCTOR	35490.	33080.	28710.	27670.	27240.	26740.	25970.	25180.	24540.	24040.

COST OF LIVING INDEX			
BETHEL	LOW	MED	HIGH
	2.1400	1.9100	1.8400

JUN - DCUG										
CATEGORY 3										
PROFESSOR	51260.	43220.	36020.	34460.	32800.	30940.	29860.	29200.	26950.	24400.
ASSOCIATE	39470.	33460.	30030.	28540.	26980.	25920.	25240.	24090.	22400.	21540.
ASSISTANT	31470.	28330.	25180.	24220.	23160.	22500.	21950.	21090.	20420.	19650.
INSTRUCTOR	26790.	24560.	21650.	21030.	20560.	20180.	19610.	19020.	18550.	18180.

COST OF LIVING INDEX			
JUN - DCUG	LOW	MED	HIGH
	1.6200	1.4400	1.3900

KENAI										
CATEGORY 3										
PROFESSOR	53100.	44880.	37940.	35690.	33980.	32050.	30930.	30250.	27900.	25260.
ASSOCIATE	40890.	34660.	31110.	29560.	27940.	26840.	26130.	24930.	23180.	22290.
ASSISTANT	32600.	29240.	26070.	25070.	23960.	23290.	22720.	21820.	21110.	20360.
INSTRUCTOR	27740.	25840.	22450.	21750.	21250.	20660.	20260.	19650.	19150.	18760.

COST OF LIVING INDEX			
KENAI	LOW	MED	HIGH
	1.6700	1.4900	1.4400

Appendix Table V (continued)

1975-76 COMMUNITY COL DISTRIBUTIONS OF AVERAGE COMPENSATION III

Percentiles	95	90	80	70	60	50	40	30	20	10
KETCHIKAN CATECCFY 3										
PROFESSOR	43310.	40930.	34520.	32470.	30910.	29160.	28140.	27510.	25350.	22920.
ASSOCIATE	37200.	31530.	28300.	26870.	25370.	24360.	23710.	22620.	21910.	20270.
ASSISTANT	35460.	34670.	23680.	22750.	21720.	21110.	20590.	19730.	19150.	18450.
INSTRUCTOR	28190.	23740.	20300.	19710.	19280.	18930.	18390.	17840.	17400.	17050.

COST OF LIVING INDEX			
KETCHIKAN	LOW	MID	HIGH
	1.5200	1.3500	1.2100

KODIAK CATECCFY 2										
PROFESSOR	54580.	46130.	39000.	36690.	34930.	32940.	31800.	31110.	28740.	26360.
ASSOCIATE	42020.	35630.	31980.	30420.	28770.	27660.	26940.	25730.	23940.	23040.
ASSISTANT	33510.	30190.	26880.	25970.	24750.	24060.	23480.	22540.	21000.	20950.
INSTRUCTOR	28970.	26550.	23150.	22470.	21950.	21540.	20910.	20270.	19750.	19350.

COST OF LIVING INDEX			
KODIAK	LOW	MID	HIGH
	1.7200	1.5400	1.4600

MAT - SU CATECCFY 3										
PROFESSOR	42680.	41140.	34790.	32720.	31150.	29380.	28360.	27740.	25610.	23200.
ASSOCIATE	37430.	31780.	28520.	27120.	25640.	24640.	23990.	22910.	21300.	20500.
ASSISTANT	29880.	26910.	23940.	23030.	22020.	21410.	20890.	20070.	18420.	18690.
INSTRUCTOR	25460.	23730.	20600.	20000.	19560.	19200.	18650.	18090.	17640.	17280.

COST OF LIVING INDEX			
MAT - SU	LOW	MID	HIGH
	1.5400	1.2700	1.3200

SITKA CATECCFY 3										
PROFESSOR	52720.	44570.	37690.	35450.	33750.	31830.	30720.	30040.	27710.	25090.
ASSOCIATE	40600.	34420.	30190.	29360.	27740.	26650.	25950.	24770.	23020.	22140.
ASSISTANT	32370.	29140.	25090.	24900.	23300.	23130.	22560.	21670.	20970.	20170.
INSTRUCTOR	27550.	25660.	22250.	21600.	21110.	20720.	20130.	19520.	19030.	18640.

COST OF LIVING INDEX			
SITKA	LOW	MID	HIGH
	1.6800	1.4800	1.4300

<sup>1</sup> See Appendix Table IV, footnote 1 for methodology in adjusting AAUP scales for Alaska "COLD."

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Appendix Table VI  
U.S. FEDERAL CIVIL SERVICE SALARY SCHEDULE

GENERAL SCHEDULE - BASIC PER ANNUM RATES

EFFECTIVE OCTOBER 13, 1974

GRADE	1	2	3	4	5	6	7	8	9	10	AMT. OF WITHIN-GRADE INCREASE
1	\$5,294	\$5,470	\$5,646	\$5,822	\$5,998	\$6,174	\$6,350	\$6,526	\$6,702	\$6,878	\$ 176
2	5,936	6,196	6,396	6,596	6,796	6,996	7,196	7,396	7,596	7,796	200
3	6,764	6,989	7,214	7,439	7,664	7,889	8,114	8,339	8,564	8,789	225
4	7,596	7,849	8,102	8,355	8,608	8,861	9,114	9,367	9,620	9,873	252
5	8,500	8,783	9,066	9,349	9,632	9,915	10,198	10,481	10,764	11,047	283
6	9,473	9,789	10,105	10,421	10,737	11,053	11,369	11,685	12,001	12,317	316
7	10,520	10,871	11,222	11,573	11,924	12,275	12,626	12,977	13,328	13,679	351
8	11,640	12,028	12,416	12,804	13,192	13,580	13,968	14,356	14,744	15,132	388
9	12,841	13,269	13,697	14,125	14,553	14,981	15,409	15,837	16,265	16,693	423
10	14,117	14,589	15,059	15,530	16,001	16,472	16,943	17,414	17,885	18,356	471
11	15,481	15,997	16,513	17,029	17,545	18,061	18,577	19,093	19,609	20,125	516
12	18,463	19,078	19,693	20,308	20,923	21,538	22,153	22,768	23,383	23,998	615
13	21,816	22,543	23,270	23,997	24,724	25,451	26,178	26,905	27,632	28,359	727
14	25,531	26,434	27,287	28,140	28,993	29,846	30,699	31,552	32,405	33,258	853
15	29,818	30,812	31,806	32,800	33,794	34,788	35,782	36,776*	37,770*	38,764*	994
16	34,607	35,761	36,915*	38,069*	39,223*	40,377*	41,531*	42,685*	43,839*		1154
17	40,062*	41,397*	42,732*	44,067*	45,402*						1335
18	46,326*										

\* The rate of basic pay for employees at these rates is limited by section 5305 of title 5 of the United States Code to the rate for level V of the Executive Schedule (currently \$36,000). October 1974



UNIVERSITY OF ALASKA  
COLLEGE, ALASKA 99701

April 4, 1975

TO: Dr. Don M. Dafoe  
FROM: M. M. Hullinger  
RE: Salary Increases

As you are aware, there is a large group of employees within the University that have similar duties as a group of state employees that are represented by the Tri-Trades Agreement.

We compared the salaries for persons working for the state under the agreement with the salaries of persons working for the University performing similar duties and determined that for FY 75 it would require an additional \$550,000 for salaries and fringe benefits to implement the pay as contained in the Tri-Trades Agreement for our employees.

I believe the University should request funds to pay the University employees in the Tri-Trades category at the rates provided by the Tri-Trades Agreement.

This group of state employees will be renegotiating their contract with the state at an early date and we should ask that sufficient funds be given to the University to allow for extension of salary provision to our employees performing similar duties.

Attachment

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

UNIVERSITY OF ALASKA  
COLLEGE, ALASKA 99701

February 24, 1975

TO: M. M. Mullinger  
Vice President for Finance and Comptroller

FROM: William N. Case *W. N. Case*  
Budget Director

SUBJECT: Tri-trades Salary Analysis for University Employees

In conjunction with support efforts by Northern Region Personnel Office, it has been determined that placement of the University classified employees with Tri-trade job skills onto the Tri-trades bargaining agreement would cost 555.0 in salary and staff benefits. An additional cost of 81.4 would be required in the second year to cover the higher average wage after transition to the new scale.

For comparative purposes, general cost-of-living increases and negotiations of a new Tri-trade contract have been held without increase. Likewise, anticipated increases in State Employees salary schedules has not been estimated nor included.

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U OF A vs. STATE GOVERNMENT PAY RAISE COSTS

	<u>FY 75</u>	<u>FY 76</u>	<u>Total</u>	
U of A System				
U of A Classified (General Government terms)	.6	2.1	2.7	
Feb. 16, 1975 COLA for Classified	.4	.5	.5	
Community College	.9	4.3	5.2	
U of A Professional Staff				
General Government Terms	1.3	4.0	5.3)	Choose One
General Government Terms & Area COLA	3.1	6.1	9.2)	
Community College Terms	4.3	12.3	16.6)	
U of A Aug. 16, 1974 COLA for 1975	1.0		1.0	
Feb. 16, 1975 COLA for Professional	.5		.5	
	-----	-----	-----	
 Total Pay Raises U of A	 ( 4.7 6.5 7.7	 10.9 13.0 19.2	 15.6) 19.5) 26.9)	 Choose One
 Total Pay Raises All Other	 15.1	 32.5	 47.6	

UNIVERSITY OF ALASKA

College of Business, Economics and Government

MEMORANDUM

March 22, 1975

TO: Robert W. Hiatt, President

FROM: Richard J. Solie, Associate Dean *Richard*

SUBJECT: Revised Analysis of FY75 and FY76 Salary Increases Requested.

I did not include the cost of merit increases for FY76 since I did not know what method Bill Case had used to calculate them. I also did not include the increase in staff benefits since I thought this might be dealt with separately.

You will also note that my summary of increases requested for FY76 includes only the additional increases requested for FY76 above those requested for FY75. Thus, to get the total added cost for FY76 above the present base, you would need to add in the FY75 increases as Bill Case apparently did.

I hope these are satisfactory, but if you have any questions or see the need for changes, feel free to call me at home (479-2719). I will be there until 6:45 this evening and most of tomorrow afternoon.

RJS:jr

PS: Our xerox machine did a poor job of reproducing the copies, but I am enclosing the original so you can have other copies made on a better machine.

ANALYSIS OF UNIVERSITY OF ALASKA  
NON-UNION PROFESSIONAL SALARY INCREASES  
FY 75 and FY 76

I. FY75 Increases in Non-Union Professional Personnel Costs:

A. Beginning FY75 Non-Union Professional Personnel Salaries	\$14,811,848
B. 4% Escalator Clause Increase (8/16/74) (4% X 91% X \$14,811,848) <sup>1</sup>	<u>539,151</u>
C. Beginning FY75 Non-Union Professional Personnel Salaries Plus 4% Escalator Clause Increase	\$15,350,999
D. Staff Benefits (C X 16%)	<u>2,456,160</u>
E. FY 75 Non-Union Professional Personnel "Base" Cost	\$17,807,159
F. Cost of Fitting Non-Union Personnel to Base Salary Schedule (Including 16% Staff Benefits)	120,254
G. Cost of Applying Area Cost of Living Differentials Effective 9/1/74 <sup>2</sup> (Incl. Staff Benefits)	<u>1,607,984</u>
H. FY 75 Non-Union Professional Personnel "Adjusted" Base Cost	\$19,535,397

<sup>1</sup> The 91% figure is based on the fact that approximately 9% of total professional salaries were expended between 7/1/74 and 8/15/74; thus 91% would have been subject to the cost of living adjustment.

<sup>2</sup> This is calculated by taking the FY75 Base Cost (E) plus the cost of fitting personnel to Base Salary Schedule (F) times the estimated % of total professional salaries paid to Fairbanks-based professional personnel for the period from 9/1/74 - 6/30/75 (approx. 80.1%). This, in turn, is multiplied times 11.2% (the Fairbanks/Anchorage area differential used in the State of Alaska general employees' salary schedule).

I.	Cost of 9/1/74 Requested 7.7% Salary Increase (Incl. 16% Staff Benefits) <sup>3</sup>	\$ 1,343,799
J.	Cost of Additional 6.4% Salary Increase Requested for 1/1/75 <sup>4</sup> (Incl. Staff Benefits)	708,043
K.	Cost of 4% Escalator Clause Increase Effective 2/16/75 <sup>5</sup> (Incl. Staff Benefits)	<u>348,569</u>
L.	Total FY 75 Non-Union Professional Personnel Cost	<u>\$21,935,808</u>
M.	Summary of Increases Requested for Non-Union Professional Personnel-FY 75 (above Escalator Clause Increases):	
1.	Cost of Fitting to Schedule (F)	\$120,254
2.	Cost of Area Differentials (G)	1,607,984
3.	Cost of 7.7% Increase-9/1/74 (I)	1,343,799
4.	Cost of 6.4% Increase-1/1/75 (J)	<u>708,043</u>
		<u>\$3,780,080</u>

3 Approximately 12% of total professional salaries are paid out in July and August thus leaving 88% to which the September 1st 7.7% increase would be applied.

4 The 6.4% salary increase is based on the 10.7% increase negotiated for Community Colleges to be effective on 1/1/75 less the 4% Escalator Clause increase already granted to Senior College faculty on 2/16/75.  $(\frac{1.107}{1.040} = 1.064)$   
This is multiplied times the estimated 58.86% of the salaries from September 1st still to be paid after January 1st.

5 The 4% increase was applied to the estimated 73.94% of the salaries from January 1st still remaining to be expended on February 16th.

II. FY76 Increases for Non-Union Professional Personnel

A.	FY75 Non-Union Professional Personnel Cost (I.L.)		\$21,935,808
B.	Cost of Extending FY75 Increases and Adjustments to Full Year in FY76 <sup>b</sup>		1,699,949
1.	Cost of extending -8/15/74-4% Escalator Clause Increase	\$61,854	
2.	Cost of extending-2/15/75-4% Escalator Clause Increase	560,346	
3.	Cost of extending Salary Schedule Placement Costs	16,398	
4.	Cost of extending Area Differentials	219,271	
5.	Cost of extending 9/1/74-7.7% Increase	183,245	
6.	Cost of extending 1/1/75-6.4% Increase	658,835	
C.	FY76 Base Cost Before Increases (IIA + B)		<u>\$23,635,757</u>
D.	9.7% Salary Increase Requested to be Effective 7/1/75 (9.7% X C)		<u>2,292,668</u>
E.	Total Requested FY76 Non-Union Professional Personnel Funding (Excluding Merit Increases and Increase in Staff Benefits)		<u>\$25,928,425</u>
F.	Summary of Increases and Adjustments Requested for FY76		
1.	Cost of Extending FY75 Increases to Full Year in FY76	\$1,699,949	
2.	9.7% Increase - 7/1/75	<u>2,292,668</u>	
	Total Increase Requested - FY76		<u>\$3,992,617</u>

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The cost of extending FY 75 increase to a full year in FY 76 is calculated as follows:

- a. The full year cost is determined by dividing the % of salaries remaining to be expended at the time the increase was applied in FY 75 into the FY 75 Cost of the Salary Increase. For example, if at the time the increase was applied in FY 75, 88% of the salaries remained to be expended, the FY 75 increase would have been applied only to that 88%. (0.88 X Total Salaries X % Salary increase = FY 75 Cost of Increase). Thus

Full Year Cost of Increase = Total Salaries X % Salary Increase

$$= \frac{\text{FY 75 Cost of Increase}}{0.88}$$

- b. Subtract the FY 75 cost of the increase from the Full Year Cost of the Increase. The remainder is the Cost of extending the FY 75 increase to a full year basis in FY 76.