

S

B

171

I. REQUEST

Bill/Resolution No.: SB171
 Title: Compensation of State Officers
 Sponsor: Sackett
 Requestor: Sen. Labor & Commerce

II. FISCAL DETAIL -

Agency Affected: Administration
 Program Category Affected: Cent. Admin. Svcs.
 BRU, Program of Subprogram(s) Affected: Personnel

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 83	FY 84	FY 85	FY 86	FY 87	FY 88
OPERATING		117.1	123.0	129.1	135.6	142.3
100 PERSONAL SERVICES		18.0	18.9	19.8	20.8	21.9
200 TRAVEL						
300 CONTRACTUAL						
400 COMMODITIES						
500 EQUIPMENT						
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC						
TOTAL OPERATING		135.1	141.9	148.9	156.4	164.2
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND		135.1	141.9	148.9	156.4	164.2
FEDERAL FUNDS						
OTHER (Specify Source)						

POSITIONS:

FULL-TIME						
PART-TIME		8(38) mo	8(38) mo	8(38) mo	8(38) mo	8(38) mo
TEMPORARY						

III. SOURCE OF FUNDS TO OFFSET FISCAL IMPACT OF BILL:

None identified by sponsor.

IV. ANALYSIS: Attach a separate page for any Analysis

Prepared By: Frank Kaur
 Division: Personnel

Phone: 465-4430
 Date: 3/24/83

Approved by Commissioner: Lisa Rudd
 Department: ADMINISTRATION

Date: 3/24/83

Distribution:

- Original to Legislative Finance
- Copy to Office of Management and Budget (for Legislature introduced bills)
- Copy to Department (for Governor introduced bills)
- Copy to Sponsor
- Copy to Requestor (if different from Sponsor)

3/8/83

Section IV of SB171 Requires an annual cost of living survey and recommendations pay ranges for all classes of positions in the exempt and partially exempt service. This includes: all elected officials; all judges, magistrates and employees in the Judicial Branch; all employees of the Legislature; commissioner; all employees of the University of Alaska: ALL EMPLOYEES, INCLUDING TEACHERS IN THE REAAs; Correspondence Studies; the Alaska Skill Center; inmates at the jails (prison industries); members of boards, commissions and authority and many of their staffs; shipboard personnel on the State ferry system; and others listed in AS 39.25.110 and 39.25.120.

It will take three Personnel Analysts III four months to prepare for the survey; six Personnel Analysts III one month to conduct the survey; and three Personnel Analysts III two months to analyze the results and prepare recommendations. Two clerical support positions will be required throughout. Substantial travel and per diem is needed for the field work.

Inflation at 5%.

POSITION PAPER

SENATE BILL 171

This bill would add a new section to the Chapter of Title 39 concerning "Compensation and Allowances" of public officers and employees. The new section would prohibit a State Officer or employee's "base" monthly salary, including longevity, from exceeding the governor's monthly salary. All branches of government would be subjected to this limitation; as would boards, commissioner, public corporations and the University of Alaska.

Our concern with this bill SB171 is primarily based on its potentially limited effectiveness in meeting its apparent goal. This legislation also appears to represent a reversal of pay policies enacted by previous Legislatures.

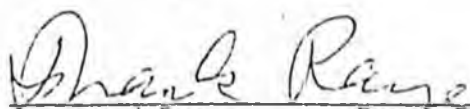
There are eight employees in the Executive Branch (excluding the University of Alaska) whose base salary, including longevity and geographic differentials exceed the Governor's. The salary of three employees, all in the classified service, are established by collective bargaining contracts. Lines 27 and 28, page 1, of the bill appears to imply that salaries established by collective bargaining are not subject to the limitation.

The salary of three additional employees, in the partially exempt service, is set according to statute: AS 39.27.011, 39.27.020, 39.27.022. This bill would partially negate the intent of these statutes.

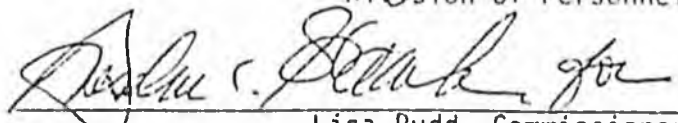
The salary of the remaining two employees, both in the exempt service, is set based on such factors as education qualification; the "going rate" in the marketplace for the particular work; and recruitment difficulty. Several positions have been placed in the exempt service for the specific purpose of allowing consideration of these and similar factors in setting salaries. Placing a cap on the salary prevents the Governor from evaluating these factors when approving salaries which could exceed his own.

Section 2. The cost of living survey section contains an internal inconsistency. Cost of living is to be surveyed, but recommendations are to be made on pay ranges which are a separate "survey" issue. As a minimum, the intent should be clarified. Combining proposed Section 2 with current AS 39.27.030 and 39.29.040 would place all survey requirements in a common section. A fiscal note has been prepared. There may be a question of the separation of power doctrine if the Executive Branch recommends salaries for the Judicial and Legislative Branches.

Prepared By:


Approved By: Frank Raye, Director
Division of Personnel

3/24/83
Date


Lisa Rudd, Commissioner
Department of Administration

3/24/83
Date

STATE OF ALASKA 1984 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date: November 28, 1983

I. REQUEST

Bill/Resolution No.: SB171
Title: Compensation of State Officers
Sponsor: Sackett
Requestor: Sen. Labor & Commerce
Date of Request: March 1983

II. FISCAL DETAIL

Agency Affected: Administration
Program Category Affected: Cent. Admin. Svcs.
BRU, Program of Subprogram(s) Affected: Personnel

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 84	FY 85	FY 86	FY 87	FY 88	FY 89
OPERATING						
100 PERSONAL SERVICES		124.8	131.0	137.6	144.5	151.7
200 TRAVEL		18.0	18.9	19.8	20.8	21.9
300 CONTRACTUAL						
400 COMMODITIES						
500 EQUIPMENT						
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC						
TOTAL OPERATING		142.8	149.9	157.4	165.3	173.6
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND		142.8	149.9	157.4	165.3	173.6
FEDERAL FUNDS						
OTHER (Specify Source)						
TOTAL						

POSITIONS:

FULL-TIME						
PART-TIME		8 (38) mo	8 (38) mo	8 (38) mo	8 (38) mo	8 (38) mo
TEMPORARY						
TOTAL						

III. SOURCE OF FUNDS TO OFFSET FISCAL IMPACT OF BILL:

IV. ANALYSIS: Attach a separate page for any Analysis

Prepared By: Frank Raye *Frank Raye* Phone: 465-4430
Division: Personnel Date: December 6, 1983

Approved by Commissioner: Lisa Rudd *Lisa Rudd* Date: 12/30/83
Department: ADMINISTRATION

Distribution:

- Original to Legislative Finance
- Copy to Office of Management and Budget (for Legislature introduced bills)
- Copy to Department (for Governor introduced bills)
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9/14/83

ANALYSIS:

House Bill: SB171
November 28, 1983

Section 2 of SB171 requires an annual cost of living survey and recommendations of pay ranges for all classes of positions in the exempt and partially exempt service. This includes: all elected officials; all judges, magistrates and employees in the Judicial Branch; all employees of the Legislature; commissioner; all employees of the University of Alaska: ALL EMPLOYEES, INCLUDING TEACHERS IN THE REAAs; Correspondence Studies; the Alaska Skill Center; inmates at the jails (Prison Industries); members of boards, commissions and authority and many of their staffs; shipboard personnel on the State Ferry System; and others listed in AS 39.25.110 and 39.25.120.

It will take three Personnel Analysts III four months to prepare for the survey; six Personnel Analysts III one month to conduct the survey; and three Personnel Analysts III two months to analyze the results and prepare recommendations. Two clerical support positions will be required throughout. Substantial travel and per diem is needed for the field work.

Inflation at 5%.

Based on 1983 salaries, at most five employees' salaries would be reduced if salaries did not increase as a result of the surveys. Savings of a few thousand dollars may be possible in those BRUs.

SB 171 TITLE & SPONSOR SUMMARY

16:14 6/04/84 PAGE 1 OF 2

AMENDED TITLE:

AN ACT RELATING TO COMPENSATION OF STATE OFFICIALS AND EMPLOYEES

PRIME SPONSOR: SACKETT.

CO-SPONSORS: FAIKS, BENNETT, KERTTULA, ELIASON, FISCHER, P. , GILMAN, HALFORD, KELLY, PETTYJOHN, ZIEGLER, MOSS, FERGUSON.

CURRENT STATUS: 3/25/83 IN (S) FINANCE

SB 171 SENATE ACTION

16:15 6/04/84 PAGE 2 OF 2

DATE	SEQ	PAGE	LEGISLATIVE ACTION
3/10/83	01	0365	FIRST READING -- COMMITTEE REPORTS
3/25/83	02	0495	L&C -- DP03, NR01
3/25/83	03	0495	L&C F/NOTE SEN SUPPL #11 FINANCE RULES
****	XX	XX	*** **

SENATE LABOR AND COMMERCE
STANDING COMMITTEE
March 24, 1983
1:35 p.m.

Members Present: Sen. Dick Eliason, Chair
Sen. Bob Mulcahy
Sen. Pat Rodey

Members Absent: Sen. John Sackett*
Sen. Don Bennett

*Sen. Sackett arrived three minutes after the meeting was called to order.

COMMITTEE CALENDAR

SB 171

"An Act relating to compensation of state officials and employees."

SB 66

"An Act relating to insurance."

HB 224 (efd. added)

"An Act relating to the board of nursing; and providing for an effective date."

CSHB 218(Finance)

"An Act relating to the Board of Marine Pilots; and providing for an effective date."

WITNESS REGISTER

(SB 171)

Senator John Sackett
Pouch V
Juneau, Alaska 99811
465-3753

Position statement: Prime sponsor of SB 171; provided supportive testimony.

Cherie Shelley, Alaska Public Employees Association
340 N. Franklin St.
Juneau, Alaska 99801
586-2334

Position statement: Suggested clarification of language of bill to alleviate conflict with PERA.

(SB 66)

Don Koch, Division of Insurance, (DCED)

Pouch D

Juneau, Alaska 99811

465-2577

Position statement: Department of Commerce and Economic Development thinks it seems "a fair bill". Don Koch provided section-by-section explanation of proposed committee substitute.

Mike Thomas, American Insurance Association

Box 1211

Juneau, Alaska 99802

586-3340

Position statement: Proposed CS responds to most concerns; outlined remaining problem areas.

Dave Hutchens, Alaska Rural Electrification Cooperative Association

237 Fireweed, #301

Anchorage, Alaska 99503

Position statement: Draft (of CS) a product of compromises, would like to see Section 5 amended.

(HB 224)

Sammye Rink, President, Board of Nursing

c/o Occupational Licensing, (DCED)

Pouch D

Juneau, Alaska 99811

Position statement: Spoke in support of continuation of Board of Nursing and HB 224.

PREVIOUS ACTION

(Senate Labor and Commerce Only)

SB 66: Please refer to Senate Labor and Commerce minutes for Feb. 10, 1983.

ACTION NARRATIVE

Tape #14

Number 008

Senator Eliason, Chair, called the meeting to order at 1:35 with members Sen. Mulcahy and Sen. Rodey in attendance. He outlined the agenda and the committee took up Senate Bill 171, concerning compensation of state officials.

Number 040

Senator Eliason asked that the record reflect the presence of Senator Sackett.

Number 054

Senator Eliason explained that, due to a technical error, SB 171 had been printed incorrectly, and lacking the last section. The corrected version of the bill has been made available and is before the committee. Senator Eliason summarized the intent of SB 171 and invited Senator Sackett, prime sponsor of SB 171, to further explain the measure. Senator Sackett stated that he introduced the bill as a result of a number of things which occurred this year. He said that a number of state salaries have passed the \$100,000 figure. At some point there must be a "reduction in amounts and total services...it is my feeling that a lid has to be put on it." Senator Sackett stated that it seemed that the most obvious limitation should be the salary of the chief executive officer (Governor). He cited information before the committee which listed the State positions (in all branches of government and the University of Alaska) for which salaries exceed that of the Governor.

Number 100

Sen. Eliason noted that a fiscal note accompanied SB 171. Sen. Sackett explained that this was attributable to the last section of the bill, which provides for conducting an annual cost of living survey. Sen. Sackett noted that what he is trying to do in other legislation is to put all state programs under a single system with reference to a cost of living differential to be considered in establishing pay ranges. SB 171 is consistent with that goal.

Number 170

Sen. Rodey and Sen. Sackett discussed application of SB 171 to highly paid, technical tradespersons and professionals employed by the state.

Number 220

Sen. Sackett concluded his remarks by noting that allowances had to be made for such employees, however the bill addresses the positions in which an employee has a \$95,000-\$100,000/year salary, plus auto. plus expense accounts bringing it up to as much as \$120,000, and a lid has to be put on it.

Number 255

Cherie Shelley, representing the Alaska Public Employees' Association, stated that the language of SB 171 is contrary to PERA (Public Employment Relations Act) which provides that employees may bargain for all conditions of employment. APEA represents probably fewer than 12 people who would be affected by the bill, most of whom live in the Bush, (e.g. Nome has 9 step cost of living differential, and employee has longevity increase) and some of whom receive overtime. The bill is not clear on whether provisions would apply to overtime, or just base monthly salary. She asked that the measure identify what constitutes a base salary. She noted that University employees are not in classified service, and suggested that the bill could state that it does not apply to classified employees (represented by APEA). With respect to the Cost of Living differential, Cherie Shelley stated that APEA contracts follow what is in statutes set forth by legislature.

Number 362

Sen. Rodey asked Cherie Shelley how accurate the Bureau of Labor statistics were for this purpose, to which she responded that they were pretty accurate and done more than once a year.

Number 376

Sen. Rodey moved that the bill be passed from committee with individual recommendations. There being no objections, it was so moved.

Number 390

Senate Bill 66, relating to insurance, was taken up for consideration.

Sen. Eliason reviewed committee action on SB 66 at the Labor and Commerce hearing February 10, 1983, when testimony had been received from several parties. The committee had asked that certain members of these factions work together to resolve disagreements and develop language for a proposed committee substitute. The proposed committee substitute was taken up at this March 24 meeting.

Number 398

Don Koch, from the Division of Insurance, produced a letter from Commissioner Dick Lyon giving the Department's (Commerce and Economic Development) position on SB 66 and outlining the changes they wished to see incorporated in the substitute measure. The proposed CS continues the regulation of insurers (group self-insurers) in the insurance code, and applies the requirements for formation of an insurer to a group of municipalities. The requirements that would apply to municipalities, as well as public utilities, have been eased. (The Department's changes were incorporated in the proposed CS.) They believe "that this is a reasonable stance which provides adequate public protection for claimants and policyholders." Don Koch said that he was not sure everybody was happy with it, but that it seems a fair bill. He then walked committee members through a section-by-section analysis of the proposed committee substitute.

Number 444

Don Koch's sectional analysis touched on the following points:

Section 1: Removes reciprocal insurers from assigned risk pool.

Section 2: Aimed at municipalities; reduces financial requirements by permitting the use of a bond in lieu of cash surplus and by reducing the amount of operational surplus necessary.

Section 3: Reduces the number of entities required to form a reciprocal insurer.

Section 4: Defines "municipality" (not defined in Insurance Code).

Section 5: The subject of controversy---Amends statute to except from the definition of "member insurer" the reciprocal insurers formed by municipalities and public utilities. Exempts certain reciprocals from the Guaranty Association.

Number 600

Mike Thomas, representing the American Insurance Association, testified on SB 66, and presented a letter from the law firm of Monagle, Eastaugh, and Bradley on behalf of AIA; the letter contained a statement of policy on proposals of this type (which create new entities which are self-insurers). He stated that many questions which arose during the Feb. 10 hearing are handled by the proposed substitute. The following are not: AIA feels that by exempting reciprocals from the "assigned risk" pool, commercial insurers are bearing the burden of this "residual market mechanism", in addition to losing the part of the market which makes up the new reciprocals. AIA also disagrees with the portion of the proposed CSSB 66 which provides that some reciprocals are exempt from the Guaranty Association (Section 5); perhaps a separate solvency mechanism for self-insureds and proposed municipal reciprocals should be considered. AIA also feels that with respect to formation of a reciprocal, 10 entities should be a minimum requirement, rather than the two proposed in the CS.

Number 744

Dave Hutchens, representing the Alaska Rural Electrification Cooperative Association, provided testimony on SB 66, stating that the draft CS is a product of compromises. He went through the bill providing a sectional commentary, dwelling primarily on Section 5: he stated that he had not been aware of the provisions proposed in Section 5 concerning public utilities, and would like to see the language amended to address remaining concerns. He would most of all like to see the bill move from committee.

Number 800

Committee members acknowledged Dave Hutchens concerns with the bill, and agreed to have the CS redrafted to reflect accomodation of those concerns. The new section excepts reciprocal insurers formed by municipalities or public utilities from the definition of "insolvent insurer" in AS 21.80.180.

There was no further discussion of SB 66. The redrafted CS would be ready for committee action at the next meeting.

Number 820

The next item on the agenda was HB 224, providing for the extension of the operation of the Board of Nursing, which is up for "sunset" review. Sammie Rink, President of the Board of Nursing, provided brief testimony, indicating that the Board had attempted to reach goals and objectives suggested by the Legislative Budget and Audit Committee in an audit released four years ago, and had succeeded in almost every area. The goals which they failed to reach, cited in the recent audit, were not accomplished due to lack of funds, specifically, \$16,000 they needed for a survey in order to complete their regulations.

Sen. Mulcahy moved that HB 224 be passed from committee with individual recommendations. There being no objections, it was so moved.

The committee took up HB 218, providing for the extension of the Board of Marine Pilots. The Committee had already heard testimony on this matter when SB 145 came before the committee for consideration on March 10. Harry Treager, from the Division of Occupation Licensing, had expressed a willingness) to testify further if the committee members wished.

Sen. Rodey moved that HB 218 be passed from committee with individual recommendations. There being no objections, it was so moved.

Sen. Eliason adjourned the meeting.

UNIVERSITY OF ALASKA
 FY1983 BUDGETED SALARIES FOR
 SELECTED ADMINISTRATORS AND FACULTY

Re SB-171

SOURCE: UA REPORT BD 327

ADMINISTRATORS

NAME	POSITION	BUDGETED SALARY
BARTON	PRESIDENT	✓ 96,740 ^{+ HOUSE}
CARTER	EXECUTIVE VICE PRESIDENT	✓ 94,437
GLENN	ASSOCIATE VICE PRESIDENT	90,699
DHINGRA	ASSOCIATE VICE PRESIDENT	✓ 83,328
WEST	VICE PRESIDENT ACADEMIC AFFAIRS	✓ 94,437
CLARK	ASST VICE PRESIDENT COMPUTING	68,518
O'ROURKE	CHANCELLOR - VAF	✓ 87,113 ^{+ HOUSE}
BENNET	VICE CHANCELLOR - VAF	✓ 79,124
OUTCALT	CHANCELLOR - UAA	✓ 85,817 ⁺⁷²⁰⁰
BROWNELL	VICE CHANCELLOR - ACADEMIC AFF - UAA	75,533
PICCARD	VICE CHANCELLOR - STUDENT SVCS UAA	71,334
VAUGHN	VICE CHANCELLOR - FISCL AFFAIRS UAA	74,343
PARADISE	CHANCELLOR	✓ 92,880 ⁺⁷²⁰⁰
BETON	VICE CHANCELLOR ACAD. AFF. UAS	75,700
JONES	EXECUTIVE VICE CHANCELLOR - UAS	75,700
KEIM	VICE CHANCELLOR ADM. SVCS. UAS	68,500
MELICAN	CHANCELLOR CCEE	✓ 83,353 ⁺⁷²⁰⁰
BONETTI	VICE CHANCELLOR CCEE	66,085
BIEGERSTAFF	CHANCELLOR - ACC	✓ 91,384 ⁺⁷²⁰⁰

March '83

Salaries greater than the Governor's (\$6480/mo)

<u>Executive Branch</u>			\$/mc.	authority setting pay schedule	
Law:	Attorney V	FBKS	6,738	25 K + 4 steps	(39.27)
	Attorney V	KENAI	6,525	25 L + 2 steps	(39.27)
Rev:	Div. Director	JNU	6,522	26 M	(39.27)
	Ex. Director				
Ed:	Postsec. Ed.	JNU	6,509	match U of A Chanc	(ACPSE)
H & SS:	Med. Supt. API	ANCH	6,572	29 F + 5%	(H&SS Comm)
	P.H. Med. Spec.	ANCH	6,562	27 L	(Coll.Barg.)
	Reg. Health Off.	FBKS	7,051	26 K + 4 steps	(Coll.Barg.)
DoTPF:	High.Eng. Ch.	FBKS	6,791	25 K + 4 steps	(Coll.Barg.)

Judicial Branch

Supreme Court Justice	FBKS	7,387	30F+4 steps of 3.5%	(22.05.140)
Superior Court	FBKS	6,661	28E+4 steps of 3.5%	(22.10.190)
Superior Court	BETHEL	6,865	28E+5 steps of 3.5%	(22.10.190)
Superior Court	FBKS	6,661	28E+4 steps of 3.5%	(22.10.190)
Superior Court	KOTZ	6,865	28E+5 steps of 3.5%	(22.10.190)
Superior Court	FBKS	6,661	28E+4 steps of 3.5%	(22.10.190)
Superior Court	NOME	6,865	28E+5 steps of 3.5%	(22.10.190)
Superior Court	FBKS	6,661	28E+4 steps of 3.5%	(22.10.190)
Superior Court	BARROW	6,865	28E+5 steps of 3.5%	(22.10.190)

Legislative Branch

None

STATE
of ALASKA

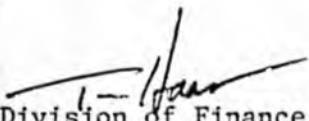
MEMORANDUM

TO: User

DATE: 3-11-83

FILE NO:

TELEPHONE NO.

FROM:  Division of FinanceSUBJECT: Projected Annual Earnings
Report

The Attached computer listing contains all salaried employees with projected earnings of over \$50,000.00. It should be rated that:

1. The projected earnings is based on the current salary of the employee projected for a 12 month period. The projection does not include overtime.
2. When comparing salaries, the location differential should be taken into consideration to make equivalent comparisons.
3. The listing does include employees who have left State service but will not be terminated until they have run out of Annual leave.

Salaries greater than Governor (\$6480/mo)

Authority setting pay schedule

Executive Branch

- Law: Harry Davis, Attorney II, Fairbanks, \$6,738, 25K + 4 steps (39.27)
- Thomas Wardell, Attorney II, Kenai, \$6,525, 25L + 2 steps (39.27)
- Rev: Philip Wall, Div. Dir., Juneau, \$6,522, 26M (39.27)
- Ed: Kerry Reynolds, Ex Dir, Port. Sec., Juneau, \$6,509, match U of A Chancellor (Comm.)
- H+SS: Harold ... Med Supt, API, Anch, \$6,572, 29F + 5% (Comm. H+SS)
- Robert ... P.H. Med. Spec, Anch, \$6,562, 27L (Coll. Bay.)
- Paul Frick, Reg. Health Off., Fairbanks, \$6,705, 26K + 4 steps (Coll. Bay.)
- T+PF: Andrew Zahar, Heigh. Eng. Ch, Fairbanks, \$6,791, 25K + 4 steps (Coll. Bay.)

Judicial

- Supreme Ct: Jay Rahimovity, Fairbanks, \$7,387.20, 30F + 4 steps of 3.5% (22.05.190)
- Superior Ct: James Blain, Fairbanks, \$6,661.02, 28E + 4 steps of 3.5% (22.10.190)
- Christopher Cooke, Bethel, \$6,865.52, 28E + 6 steps of 3.5% (22.10.190)
- Jay Hodges, Fairbanks, \$6,661.02, 28E + 4 steps of 3.5% (22.10.190)
- Paul Jones, Kotzebue, \$6,865.52, 28E + 5 steps of 3.5% (22.10.190)
- Wieron Taylor, Fairbanks, \$6,661.02, 28E + 4 steps of 3.5% (22.10.190)
- Charles Tranby, Nome, \$6,865.52, 28E + 3 steps of 3.5% (22.10.190)
- Gerald Vanhoosissen, Fairbanks, \$6,661.02, 28E + 4 steps of 3.5% (22.10.190)
- ~~Dist. Ct~~: Michael Jeffery, Barrow, \$6,865.52, 28E + 5 steps of 3.5% (22.10.190)

Legislative - Non

University of Alaska - Not available to Executive Branch

By **TERRENCE A. MAY**

Rather than singling out the Alaska Student Loan Program as being fiscally irresponsible, which it is not, you should be looking at an entirely different question. What's wrong with the University of Alaska?

The salaries paid to the university's executive officers have gotten completely out of hand, so much so that one would think it is being run by professional athletes or television celebrities. After looking at what other top state officials earn, as well as university executive officers in the Lower 48, one cannot escape the obvious: the bloated bureaucracy of chancellors, vice chancellors, presidents and provosts at the University of Alaska is being compensated extravagantly; they are, in fact, earning more than what their jobs are really worth.

Well, it's bad enough that the state is now having to apply the brakes to government spending because of declining oil tax and royalty receipts. But even if the state was flush with money as we've been in years past, that's no excuse to pay exorbitant salaries to University of Alaska administrators. Unless something is done to bring their salaries more into line with reality, I don't think the University of Alaska should get another nickel out of the state treasury.

Sen. John Sackett is absolutely right in calling for a pay cap on the salaries earned by top state officials. He has introduced legislation in the Senate which would ensure that no state employee could earn more than Governor Sheffield who, as chief executive officer of Alaska, earns about \$77,000 a year. Sen. Sackett's staff dug up a list of the names and titles of university employees who earn more than the governor, and there were 25 altogether.

Take our own chancellor of UAJ, for example. He reportedly commands an annual salary of \$93,000, making him one of the university's highest-paid employees. But, that's not all. He also collects a \$7,200 housing allowance. Add the man's salary and housing allowance together and you can see he makes about \$100,000 a year. That's not too shabby, is it?

The faculty members he supervises pull down \$3,000 a month — more or less — depending on academic rank, tenure, etc. Why the discrepancy between what the chancellor earns and what a professor earns? Is it necessary? And, quite frankly, with a \$600 a month housing allowance, the UAJ chancellor is getting a perk that must put him in a class almost all by himself. How many of

us are so lucky as to get a housing allowance? Why does somebody who makes \$93,000 need one, anyway?

The UAJ chancellor is not only one of the highest paid civil servants in Alaska, he also is one of the most lucratively rewarded college presidents in the United States. He earns more than the chief executive officers of most of the nation's universities, including some of the most prestigious and largest ones. Yet, as a chancellor of UAJ and caretaker of Auke Lake, he has only a minute fraction of their authority, budget, responsibility and problems to deal with. Chancellor Paradise is in heaven, and he knows it. Why, with his salary, he makes the president of the University of Washington or any of the nine campuses of the University of California look like paupers, and we can only wonder why.

The UAJ chancellor's income is approximately the same as that earned last year by David Saxon, who recently retired as president of the University of California statewide system. Saxon probably left to come up to Alaska to preside over a community college somewhere. The job of being UC system president is a little different than our friend at UAJ. To earn the UAJ chancellor's wages, UC's president has to manage nine major universities with an enrollment of 139,000 and a budget of over \$1.1 billion.

If only college and university presidents around the country could find out what they're missing out by not working at the University of Alaska. No price to pay, no burden, is too great for us Alaskans to assume when it comes to funding the venerable and distinguished university. Why, just think, someday UAJ may even be accredited! Wouldn't that be wonderful!

Now, I know the chancellor himself, and his well-paid public relations people will say the salaries really aren't terribly inflated because, you see, Alaska's cost-of-living is so much higher than it

is elsewhere. Granted, it does cost more to live here in Juneau than in Seattle or Eugene; we get paid more for it. There's no denying that. But, in setting the UAJ chancellor's salary at \$90,000 or \$100,000 and hiring on a few assistants at \$75,000 or \$80,000, we're going to extremes.

If you selected a group of colleges similar to UAJ with respect to enrollment, budget, course and degree offerings, faculty and so on, and you found the average salary paid to their top officials, do you think it would come up to \$93,000 after adding a cost-of-living factor? Well, do you? No way!

According to the "Chronicle of Higher Education," March 2 edition, the median salary earned by the president of a four-year college nationwide was \$54,000 this year; and \$50,000 for the president of a two-year college. So, why is the chancellor of UAJ, deserving of an extra \$40,000 a year? Is it really necessary for us to dish out that kind of money to persuade somebody to take the job at UAJ?

UAJ has its place, but the price we are being asked to pay is way out of line. Let's tell these high-priced goldbricks to take a big cut in pay or move on to Saudi Arabia. We need to save dollars where we can, and invest them where they are most needed. More than anything else, UAJ needs additional full-time faculty, integrated instructional and administrative facilities and a better library.

If these things can be taken care of, accreditation will come. And don't listen to those university executives who keep saying accreditation depends on the state building \$13 million worth of dormitories. It simply isn't so.

Terrence A. May works for the state and is a 16-year resident of Alaska.

25 UA jobs top Sheffield's wage

Juneau Empire 3/16/83

Sackett blasts UA budget

By DEBBIE REINWAND ROSE
Empire Staff Reporter

About 25 University of Alaska employees earn more than the \$77,760 yearly salary paid to Gov. Bill Sheffield, but that may change if a bill by Sen. John Sackett, R-Ruby, passes the Legislature.

Introduction of the bill followed a week of testimony by UA officials concerning their proposed 1984 budget. One point of contention among lawmakers is the 13 percent operating budget increase the university is requesting.

At the hearings, Sackett bluntly told UA President Jay Barton and members of his staff that they must look "internally" for funding rather than continually expect hand-outs from the Legislature.

Under the bill, which is co-sponsored by 12 other legislators, a lid would be placed on all state salaries, making the governor's pay the highest amount an official could earn.

Currently, Barton is paid \$96,740 per year, and is provided with a house on the UA-Fairbanks campus. In comparison, the median salary in the U.S. for the chief executive of a college system is \$65,950, according to the March 2 Chronicle of Higher Education.

University employment statistics put together by Sackett aides Lee Stoops and Tom Bergstrom also show several researchers at the Fairbanks campus who earn more than \$78,000 per year.

Continued on Page 2

UA jobs ...

Continued from Page 1

Sackett hammered university representatives with questions about the average workload and what he called the "unusually high number of research personnel" employed at UA during the hearings.

Because of what appears to be a high 12-month salary paid to researchers, "there is a powerful incentive not to teach," said Bergstrom. In addition, most of the teaching professors at UA are employed on a 9-month basis.

As the Legislature and administration faces declining oil revenues as they plan their budgets, everyone must be willing to take some cuts, Sackett said.

When he introduced the bill, Sackett said he realized the state had to "pay wages that will attract and allow us to keep quality people," but added "things have gotten way out of hand."

"I really do not know of anyone who has ever left state service for lack of adequate pay ... but I do know that over 46,000 peo-

ple applied for work in the executive branch alone during the last year."

Despite discussion of possible legal snarls with the proposed salary cap, there appears to be no problem reducing salaries if this bill is enacted, Bergstrom said.

"The only people whose pay cannot be reduced are sitting judges," he said. All other positions exempt from collective bargaining can be reduced, he added.

Following is a list of UA administrators and their salaries:

- President Jay Barton, \$96,740 plus use of a house;
- George West, vice-president academic affairs, \$94,437;
- Sherman Carter, executive vice-president, \$94,437;
- Mike Paradise, chancellor UAJ, \$92,880, plus a \$7,200 housing allowance;
- Robert Glenn, associate vice-president, \$70,699;
- Ashik Dhingra, associate vice-president, \$83,328;
- Bill Clark, associate vice-president, computing, \$68,518;

- Pat O'Rourke, chancellor UAF, \$87,113, plus use of a house;
- F. Lawrence Bennet, vice-chancellor UAF, \$79,124;
- Frank Outcalt, chancellor UAA, \$85,817, plus a \$7,200 housing allowance;
- John Brownell, vice-chancellor UAA, \$75,533;
- Lee Piccard, vice-chancellor UAA, \$71,334;
- F.S. Vaughn, vice-chancellor UAA, \$74,343;
- Beverly Beaton, vice-chancellor UAJ, \$75,700;
- Russ Jones, executive vice-chancellor, UAJ, \$75,700;
- Harry Keim, vice-chancellor UAJ, \$68,500;
- George Melican, chancellor Community Colleges, Rural Education and Extension, (CCREE) \$83,353, plus a \$7,200 housing allowance;
- Gerry Bomotti, vice-chancellor CCREE, \$66,085;
- Ed Biggerstaff, chancellor, Anchorage Community College, \$91,384 plus a \$7,200 housing allowance.

Re: SB 171 - pay to state officials

Dale Beech (⁵⁰³378-3146) - Oregon

- ★ 65 employees make more than governor
 - 1/3 - 1/2 are employed in higher education
 - physicians - psychiatrists employed by state
 - 7 department heads

Will be sending info

⁹¹⁶⁻³²²⁻⁰³⁰⁰
Ron (⁹¹⁶~~322-2530~~) - California - Dave Kombies

- Gov salary set by statute - changed only after 4 yrs
- Approximately 60-70 state officials are over gov as are judges + higher education - 20 various campus heads over gov.

Computer print out can be available by writing to (+ paying bill)

John Harrington, Chief
Personnel / Pay Services Division
1900 Capital
Sacramento, Calif 95114

★ Senator Richardson - Calif - just introduced a bill to limit pay to 90% of gov.

Rick - Washington (206-754-1849) - will call back -

88 people are paid more than the governor. Approximately $\frac{2}{3}$ are employed by the university system.

There is currently some discussion in the legislature about reducing the salaries, but there has been no formal action.

Sunday Statesman

Salem, Oregon 3

7-4-82

July 4,

Oregon governor ranks 65th on state's payroll

Salary list on Page 6A.

By SUE HILL
Of the Statesman-Journal

Gov. Vic Atiyeh is top administrator in state government, but when it comes to drawing a paycheck, he ranks 65th among state administrators.

According to a new list of the top 125 administrators and elected officials prepared by the Statesman-Journal, doctors, educators and a handful of the governor's own top staff outrank him in pay.

Earning too little to make the top-125 list are four of the state's six constitutional officers, including Secretary of State Norma Paulus and State Treasurer Clay Myers.

The other two constitutional officers, the governor and the attorney general, placed on the list.

The highest paid woman in the

state, according to the list, is Betty Hawthorne, dean of home economics at Oregon State University. She earns \$56,500 a year, about \$4,000 more than the governor.

Four other women also outrank the governor in pay. They are Gerry Thompson, the governor's chief assistant; Dr. Carol Lindeman, dean of nursing at the Health Sciences University; Supreme Court Justice Betty Roberts; and Celeste Ulrich, dean of health, physical education and recreation at the University of Oregon.

About 50 doctors on the state payroll earn more than the governor, but only the 21 who hold administrative jobs show up on the list.

The list shows 35 administrators and deans in the state system of Higher Education earning more than Atiyeh.

Atiyeh's salary is \$52,094 a year.

That is nearly \$28,000 a year less than the top-paid state official, Dr. Leonard Laster, president of the Health Sciences University.

Of the top 125 wage earners, only eight are women.

Pay scales this year are skewed by a series of pay cuts that affected some, but not all, state employees.

The governor took a straight 6 percent pay cut July 1. Most of his top managers took a wage freeze on top of a 2 percent pay cut.

Administrators in the state system of Higher Education took a pay freeze.

Judges, whose salaries are protected by the state constitution, took no pay cut.

Some state managers, such as state Commerce Department Director Jane Huston and Public Utility Commissioner John Lobdell, returned to SALARIES, Page 6A.

Salaries . . .

Continued from Page 1A.

ceived 3 percent pay increases July 1 because their departments were unaffected by the state's recent budget crisis.

No central list of employee salaries exists in state government.

The list that follows was compiled from figures provided by Personnel Division, individual state agencies and individual college and university budget offices. There is no way to verify that it is complete.

The list includes salaries in Range 35 and above, taking in top-echelon state managers and elected officials earning \$48,288 or more.

Secretary of State Paulus, Treasurer Myers, Labor Commissioner Mary Wendy Roberts and schools

superintendent Verne Duncan — who all took 6 percent pay cuts — did not make the list because they earn just \$42,864.

The list also does not include about 37 doctors, four assistant attorneys general and an unknown number of college professors who earn more than \$48,288 a year but do not hold supervisory jobs.

The list also does not show side benefits that some state employees receive.

For example university presidents, the chancellor of higher education and the governor live in free state housing. The governor also receives a \$506-a-month expense allowance for entertaining.

1. Dr. Leonard Laster, president, Oregon Health Sciences University	\$79,944
2. Bud Davis, chancellor, Higher Education	\$75,000
3. Dr. Ransom Arthur, dean, OHSU School of Medicine	\$72,752
4. Dr. Donald Kassebaum, director, OHSU Hospital	\$70,104
5. Paul Olum, president, University of Oregon	\$65,052
6. Robert MacVicar, president, Oregon State University	\$65,052
7. Joseph Blumel, president, Portland State University	\$65,052
8. Dr. Joseph Treleaven, administrator, Mental Health Division	\$64,752
9. Dr. J.D. Bray, assistant administrator, Mental Health Division	\$64,752
10. Dr. William Brady, chief medical examiner, Health Division	\$64,752
11. Dr. Louis Terkla, dean, OSU School of Dentistry	\$64,712
12. Derrick Bell, dean, UO School of Law	\$63,324
13. Ernest Briskey, dean, OSU School of Agriculture	\$62,400
14. Thomas Supphre, OSU dean of science	\$61,152
15. E. Edward W. Chan, dean, OSU School of Veterinary Medicine	\$60,840
16. Bill Lemman, vice president for administration, Higher Education	\$59,520
17. Dr. Victor Menasha, director, OHSU Crippled Childrens Division	\$59,112
18. Dr. Richard Rawlinson, clinical director, Dammasch State Hospital	\$58,728
19. Dr. George Suckow, clinical director, Oregon State Hospital	\$58,728
20. Dr. Prasanna Path, clinical director, Oregon State Hospital	\$58,728
21. Dr. Max Bader, state health officer, Health Division	\$58,728
22. Dr. Vic Holm, superintendent, Dammasch State Hospital	\$58,728
23. Dr. Al Baxter, superintendent, Eastern Oregon State Hospital	\$58,728
24. Dr. George Miller, medical chief, Fairview Training Center	\$58,728
25. Dr. John Grogins, chief, Office of Disease Monitoring & Control	\$58,728
26. Richard Hill, UO academic dean	\$58,704
27. James McGill, OHSU vice president for administration	\$58,692
28. Fred Fargess, dean, OSU School of Engineering	\$58,000
29. Ray Hawk, UO vice president	\$57,912
30. Robert Gilberts, dean, UO School of Education	\$57,739
31. Carl Stollenberg, dean, OSU School of Forestry	\$57,616
32. Earl Goddard, dean, OSU School of Business Technology	\$57,404
33. Betty Hawthorne, OSU dean of home economics	\$56,500
34. Lyle Calvin, OSU dean of graduate studies	\$56,400
35. John Lobdell, public utility commissioner	\$56,004
36. Fred Miller, director, Department of Transportation	\$56,004
37. Dr. Morris Crothers, Workers' Compensation medical director	\$56,004
38. Stan Long, deputy attorney general	\$55,920
39. Gerry Thompson, executive assistant to the governor	\$55,920
40. Dr. Larry Lewman, deputy medical examiner, Health Division	\$55,920
41. Dr. Ronald O'Helloran, deputy medical examiner, Health Division	\$55,920
42. Dr. Laurence Foster, program manager, Health Division	\$55,920
43. Dr. Rhesa Penn, community health chief, Health Division	\$55,920
44. George Keller, OSU dean of research	\$55,750
45. Theran Parsons, OSU vice president for administration	\$55,032
46. Ross Heath, OSU dean of oceanography	\$55,000
47. Dr. Carol Lindeman, dean, OHSU School of Nursing	\$54,615
48. Berkeley Lent, chief justice, Supreme Court	\$54,636
49. John Gruber, PSU vice president for academic affairs	\$54,600
50. James Todd, PSU vice president for finance & administration	\$54,500
51. Murrette Ride, dean, UO School of Music	\$53,528
52. Jack Hunderup, vice chancellor for facilities, Higher Education	\$53,216
53. Hans Linde, Supreme Court justice	\$53,304

54. Edwin Peterson, Supreme Court justice	\$53,304
55. Jacob Tanzer, Supreme Court justice	\$53,304
56. J.R. "Bob" Campbell, Supreme Court justice	\$53,304
57. Betty Roberts, Supreme Court justice	\$53,304
58. George Joseph, chief judge, Court of Appeals	\$53,304
59. Bob Smith, director, Executive Department	\$53,292
60. Leo Hegstrom, director, Department of Human Resources	\$53,292
61. Richard Ohvall, dean, OSU School of Pharmacy	\$53,250
62. James Reinmuth, dean, UO School of Business Administration	\$53,174
63. R.W. Chick, OSU vice president for student services	\$53,042
64. Celeste Ulrich, OU dean of health, P.E. & recreation	\$52,533
65. Vic Atiyeh, governor	\$52,087
66. William Richardson, Court of Appeals judge	\$52,056
67. John Buttler, Court of Appeals judge	\$52,056
68. W. Michael Gillette, Court of Appeals judge	\$52,056
69. Kurt Rossman, Court of Appeals judge	\$52,056
70. John Warden, Court of Appeals judge	\$52,056
71. Edward Warren, Court of Appeals judge	\$52,056
72. George Van Hoomissen, Court of Appeals judge	\$52,056
73. Thomas Young, Court of Appeals judge	\$52,056
74. Robert Thornton, Court of Appeals judge	\$52,000
75. Michael Maksud, OSU dean of Health and Physical Education	\$51,848
76. Clarethel Kahanani, academic vice chancellor, Higher Education	\$51,490
77. George Hoffman, PSU dean of social sciences	\$51,264
78. Gerald Leinwand, president, Western Oregon State College	\$51,264
79. Rodney Briggs, president, Eastern Oregon State College	\$51,264
80. Natalie Sicurn, president, Southern Oregon State College	\$51,264
81. Donald Parker, PSU dean of business administration	\$51,228
82. Dave Frohnmayer, attorney general	\$50,105
83. Staryl Austin, director, Department of Veterans Affairs	\$50,748
84. Lynn Frank, director, Department of Energy	\$50,748
85. H.S. Coulter, state highway engineer	\$50,748
86. Roy Green, director, Workers' Compensation Department	\$50,748
87. Kendall Barnes, chairman, Workers' Compensation Board	\$50,748
88. Ray Thorne, administrator, Employment Division	\$50,748
89. Jane Huston, administrator, Commerce Department	\$50,000
90. Robert Barr, dean, OSU School of Education	\$49,871
91. Bernard Ross, dean, PSU School of Social Work	\$49,820
92. Donald Leu, dean, PSU School of Education	\$49,400
93. Robert Berdahl, UO dean of arts & sciences	\$48,816
94. Davis Nicodemus, OSU dean of faculty	\$48,750
95. Judy Kuipers, OSU dean of undergraduate studies	\$48,694
96. Curt Simic, UO vice president for public services	\$48,288
97. Alfred Hanpson, delegate, Northwest Power Planning Council	\$48,288
98. Lenoy Hemmingsway, delegate, Northwest Power Planning Council	\$48,288
99. Jon Yunker, state budget director	\$48,288
100. Bob Watson, administrator, Corrections Division	\$48,288
101. Jim Russell, senior assistant to the governor	\$48,288
102. Bob Oliver, senior assistant to the governor	\$48,288
103. Jerry Brown, deputy director, Department of Human Resources	\$48,288
104. Darrell Ralls, director, Department of General Services	\$48,288
105. Daniel Ellis, chairman, Employment Relations Board	\$48,288
106. Robyn Godwin, director, Department of Revenue	\$48,288
107. William Young, director, Department of Environmental Quality	\$48,288
108. Keith Putman, administrator, Adult and Family Services Division	\$48,288
109. Gerard Appy, executive director, Oregon Public Broadcasting	\$48,288
110. Leonard Kunzman, director, Department of Agriculture	\$48,288
111. Mike Miller, state forester	\$48,288
112. James Ross, director, LCDC	\$48,288
113. Mike Reynolds, chief hearings officer, Land Use Board of Appeals	\$48,288
114. Karen Roach, administrator, Children's Services Division	\$48,288
115. Cuff Allison, assistant attorney general	\$48,288
116. Theodore deLooze, assistant attorney general	\$48,288
117. Walter Berry, assistant attorney general	\$48,288
118. William Hoischer, assistant attorney general	\$48,288
119. Peter Herman, assistant attorney general	\$48,288
120. John Reuling, assistant attorney general	\$48,288
121. Charles Pritchard, assistant attorney general	\$48,288
122. Jack Socolofsky, assistant attorney general	\$48,288
123. John McCulloch, assistant attorney general	\$48,288
124. Tom Clifford, legislative counsel	\$48,288
125. Rick Burke, legislative fiscal officer	\$48,288

COMPENSATION SURVEY
OF
ELECTED OFFICIALS

Prepared by
EXECUTIVE DEPARTMENT
PERSONNEL DIVISION

July 1982

State of Oregon

INTRODUCTION

This survey of elected officials studies the salary patterns of the following:

CURRENT AND END OF BIENNIUM SALARY

o Governor	\$52,097
o Secretary of State	42,882
o Treasurer	42,882
o Attorney General	50,109
o Superintendent of Public Instruction	42,882
o Labor & Industries Commissioner	42,882

The salaries of elected officials are set by statute, ORS 292.313.

This study is based on a typical compensation analysis, involving historical trends, comparison among the elected officials, comparisons with their counterparts in other states, and a consideration of the compensation system in use in the state for executives and management service employees. It should be noted that political and economic factors which have a strong impact on legislatively set salaries are not dealt with in this study. The study identifies salary relationship problems from a compensation perspective, and proposes possible solutions to rectify perceived problems.

HISTORICAL BACKGROUND

In 1969 the Secretary of State, Treasurer and Superintendent of Public Instruction were paid at 84% of the Governor's salary, the Attorney General was paid at 80.7% and the Labor Commissioner was paid at 75.4%. In July of 1972 the Attorney General's salary was increased to equal the Secretary of State's, Treasurer's, and Superintendent of Public Instruction's. In July, 1973, the Labor Commissioner's salary was raised to equal the others. This relationship continued for the next seven years. At the end of this time, these officials were paid 82.8% of the Governor's salary. The pattern of the same salaries for the elected officials was broken in January, 1981 when the salary of the Attorney General was increased almost 17% to 96% of the Governor's. This is the current relationship.

In recent legislative action (June, 1982) elected officials were given a 6% salary cut due to the state's fiscal crisis. Some management service employees were given a 2% cut, others had a 3% increase with the expectation of a 4% increase in April 1983. It is anticipated that salaries will revert to their former relationships in July 1983.

The following chart shows the percentage of salary adjustments provided to elected officials over the last thirteen years. Note that the pattern of salary adjustments has not been consistent among the elected officials and the management service employees.

SALARIES FOR ELECTED OFFICIALS AND STATE EMPLOYEES IN MANAGEMENT SERVICE
1970 THROUGH 1983.

PERCENTAGE OF INCREASE

	<u>State Management Service Employees</u>	<u>Governor</u>	<u>Sec'y of State Treasurer Supt. of Public Instruction</u>	<u>Attorney General</u>	<u>Commissioner of Labor & Industries</u>
7-70	4.5	0	0	0	0
7-71	5	1.75	2.08	6.5	4.65
7-72	4	1.72	2.04	2.04	2.22
7-73	6.2	8.5	6	6	15.22
7-74	4.89	9.4	9.4	9.4	9.4
5-75	13	0	0	0	0
7-76	11	0	0	0	0
7-77	5.	31.79	30.9	30.9	30.9
4-78	4	4	4	4	4
11-78	5	5	5	5	5
7-79	6*	6*	6*	6*	6*
7-80	6	6	6	6	6
1-81	0	0	0	16.85	0
4-81	3.8	3.8	3.8	3.8	3.8
8-81	5	0	0	0	0
1-82	3	0	0	0	0
7-82	-2**	-6	-6	-6	-6
TOTAL	84.3 ^o	71.96	6 ^o .22	90.49	81.19

The typical pattern for management service and all other state employes has been one of salary increases through the biennium. These incremental adjustments have not always been provided for elected official; they were not provided during this biennium.

Fringe Benefits

Elected officials (except judges) are eligible for retirement at the same rate offered legislators, police officers and fire fighters; 2% of the final average monthly salary times years of state service. The percentage factor for state employes generally is 1.67%. Elected officials are not required to participate in the retirement system. If they do participate, the state pays an additional 6% which is identified as the employe's share of the retirement cost. There is no salary adjustment if the official chooses not to participate.

The elected officials are covered by the management service health and medical insurance benefits.

*6% Public Employes Retirement System pick-up by the state. (Participation is optional for these elected officials.)

**The 2% salary decrease was applied to management service employes in agencies financed by General Funds. "Other Fund" agencies' employes received a 3% increase in July, 1982 and will receive a further 4% increase in April, 1983. The total percentage increase for this category from July 1970 through April 1983 will be 93.39.

COMPARISON WITH OTHER STATES

In the Personnel Division's general salary surveys, seven states are used as the basis of comparison. These states have been found to be similar to Oregon demographically and economically. The January, 1983, seven states' averages show the Governor's salary lagging the Superintendent of Public Instruction's salary lagging substantially; the Labor and Industries Commissioner paid about the same as appointed counterparts; and the Attorney General, Secretary of State and Treasurer receiving substantially more than their counterparts.

Additional salary information on officials in all states is included in attachment 1.

The following chart shows officials' salaries in the survey states, projected through June 1983.

<u>Survey States</u>	<u>Date of Change</u>	<u>Secretary of State</u>	<u>Secretary of State</u>	<u>Treasurer</u>	<u>Attorney General</u>	<u>Supt. of Public Instruction</u>	<u>Commissioner of Labor and Industries*</u>
Colorado	1/83	50,000 60,000	32,500	32,500	40,000	62,510	50,000
Idaho		40,000	28,000	28,000	35,000	28,000	35,000
Iowa		60,000	35,600	35,600	47,000	48,200	34,400
Kansas		45,000	27,500	27,000	40,000	58,044	47,184
Oklahoma		48,000	24,000	30,000	35,000	35,000	
	1/83	70,000	37,500	50,000	55,000	55,000	
Utah		52,000	35,500	35,500	41,000		36,937
Washington		63,000	31,000	37,200	47,100	42,800	54,000
<hr/>							
7 State ave. (1/83)		55,714	32,514	35,114	43,586	50,942	42,940
<hr/>							
National average**		\$55,382	\$38,427	\$39,874	\$46,284	\$46,961	
<hr/>							
Oregon		52,098	42,882	45,882	50,109	42,882	42,882
<hr/>							

*The Commissioner of Labor and Industries' counterpart is an appointed official in the states surveyed.

**Data furnished by state of South Dakota following a salary survey in late 1981.

INTERNAL COMPARISONS

Since the Governor is the chief executive officer of the state, it is reasonable to expect that he would be the state's highest salaried employe. This is not the case. Not only is his salary exceeded by a number of key medical officers and a variety of academic officials, some of his own appointees to state agencies and judges are higher salaried.

The salaries of the heads of state agencies (with the exception of those who are elected officials) have been set through the recommendation of the State Executive Salary and Compensation Committee (SESAC). This group relied on a factoring methodology which was designed to measure the responsibility and authority of each particular position.

Internal relationships among agency heads have been disrupted by the decision that salary reductions in the present fiscal crisis would apply only to certain agencies. (For the relationships which would have been in effect in April 1983 without the recent cuts, see attachment 2).

The following list offers a salary comparison among elected officials and a sampling of other key state employes. Higher Education positions have not been included. Note that some of the employes can expect a 4% salary increase on April 1, 1983.

<u>Position</u>	<u>Monthly Salary</u>	
	<u>July '82</u>	<u>April '83</u>
Chief Medical Investigator, Health Division	\$5396	
Superintendents, Dammasch State Hospital, Eastern Oregon State Hospital, et al.	4894	
Director, Department of Transportation; Public Utility Commissioner	4667	\$4853
Deputy Attorney General; Executive Assistant to the Governor	4661	
Chief Justice, Supreme Court	4553*	
Deputy Director, Department of Transportation	4445	4622
Justices of the Supreme Court; Chief Judge, Court of Appeals	4442*	
Directors, Department of Human Resources and the Executive Department	4441	
<u>GOVERNOR</u>	4341	

*Salaries for judges do not include the 6% retirement pick-up which is part of the Management Service Compensation Plan and which is available to the elected officials. This 6% for other than judges is in addition to the compensation amounts shown above.

<u>Position</u>	<u>Monthly Salary</u>	
	<u>July '82</u>	<u>April '83</u>
<u>GOVERNOR</u>	\$4341	
Judges, Court of Appeals	4338*	
Directors, Departments of Energy, Veterans Affairs, Workers Compensation; Chairman, Workers Compensation Board	4229	\$4398
<u>ATTORNEY GENERAL</u>	4176	
Circuit Court Judges	4030*	
Member, Workers Compensation Board	4028	4189
Directors, Departments of Revenue, General Services Commerce et al.; class of Attorney 5	4024	
Deputy State Treasurer; Real Estate Commissioner; Public Utility Hearings Director	3839	3932
Members, Employment Relations Board, Land Use Board of Appeals, Superintendent of State Penitentiary	3833	
Workers Compensation Hearings Referees	3688	3894
Director of Transportation, PUC	3656	3802
Adjutant General, Military Department; Administrator, OICC; Deputy Commissioner, Bureau of Labor; class of Attorney 4; Corporation Commissioner	3653	
<u>SECRETARY OF STATE, STATE TREASURER, SUPERINTENDENT OF PUBLIC INSTRUCTION, LABOR COMMISSIONER</u>	3573	
Senior Public Utility Hearings Examiner	3513	3709
Fire Marshal, Director of Administrative Service PUC; Assist. Director, Department of Energy	3480	3619

*Salaries for judges do not include the 6% retirement pick-up which is part of the Management Service Compensation Plan, and which is available to the elected officials. This 6% for other than judges is in addition to the compensation amounts shown above.

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES*

State or other Jurisdiction	Governor	Secretary of State	Attorney General	Treasurer	Education (Chief School Officer)	Labor & Indus- trial Relations
Alabama.....	\$ 50,000	\$ 25,800	\$ 49,000	\$ 25,800	\$ 49,461	\$ 43,277
Alaska.....	74,196	...	57,500	...	57,500	64,452
Arizona.....	50,000	28,000	45,000	30,000	36,000	53,624
Arkansas.....	35,000	22,500	26,500	22,500	48,150	40,018
California.....	49,100	42,500	47,500	42,500	42,500	54,556
Colorado.....	50,000	32,500	40,000	32,500	62,519	50,000
Connecticut....	42,000	25,000	38,500	25,000	62,488	58,101
Delaware.....	35,000	41,900	37,000	24,000	64,500	37,300
Florida.....	65,000	55,500	55,500	55,500	48,981	47,250
Georgia.....	65,934	38,400	46,000	35,742	43,200	53,460
Hawaii.....	50,000	...	42,500	...	42,500	42,500
Idaho.....	40,000	28,000	35,000	28,000	28,000	38,126
Illinois.....	58,000	50,500	50,500	48,000	58,000	43,000
Indiana.....	48,000	34,000	39,000	34,000	34,000	32,084
Iowa.....	60,000	35,600	46,980	35,600	48,200	34,128
Kansas.....	45,000	27,500	40,000	27,500	58,045	36,420
Kentucky.....	50,000	43,229	43,229	43,229	43,229	41,500
Louisiana.....	73,400	55,712	60,169	55,712	60,169	50,812
Maine.....	35,000	25,000	36,637	25,000	39,479	25,230
Maryland.....	60,000	36,000	50,000	50,000	56,800	44,600
Massachusetts..	40,000	30,000	37,500	30,000	41,584	29,086
Michigan.....	70,000	60,000	60,000	58,400	58,400	53,500
Minnesota.....	66,500	36,000	56,000	36,000	45,000	40,000
Mississippi....	53,000	34,000	41,000	34,000	34,000	...
Missouri.....	55,000	42,500	45,000	42,500	51,780	40,000
Montana.....	43,360	28,685	39,555	26,175	34,120	43,000
Nebraska.....	40,000	32,000	39,500	32,000	48,000	33,983
Nevada.....	50,000	32,500	40,500	31,500	34,812	31,445
New Hampshire..	51,830	36,406	45,039	36,406	41,333	34,553
New Jersey.....	85,000	56,000	56,000	56,000	56,000	56,000

* From "The Book of the States, 1982-83, published by the Council of State Governments, Lexington, Kentucky, 1982

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES*
(Cont'd)

State or other Jurisdiction	Governor	Secretary of State	Attorney General	Treasurer	Education (Chief School Officer)	Labor & Indus- trial Relations
New Mexico.....	\$ 60,000	\$ 38,500	\$ 44,000	\$ 38,500	\$ 50,000	\$ 35,328
New York.....	85,000	69,000	60,000	49,029	76,100	65,700
North Carolina.	57,864	47,918	53,966	47,918	53,966	47,918
North Dakota...	47,000	33,500	38,000	33,500	34,000	33,500
Ohio.....	50,000	50,000	50,000	50,000	53,500	43,000
Oklahoma.....	48,000	24,000	35,000	30,000	35,000	24,000
Oregon.....	55,423	45,619	53,308	45,619	45,619	45,619
Pennsylvania..	66,000	48,000	55,000	48,000	49,000	33,389
Rhode Island..	49,500	35,500	41,875	35,500	53,140	36,947
South Carolina	60,000	45,000	45,000	45,000	45,000	40,247
South Dakota..	46,750	31,749	39,749	31,749	36,005	27,750
Tennessee.....	68,226	51,504	73,015	51,504	51,510	46,526
Texas.....	78,700	52,800	56,200	56,200	55,000	38,600
Utah.....	48,000	...	36,500	33,500	60,281	44,955
Vermont.....	44,850	24,380	31,400	24,380	37,876	32,115
Virginia.....	75,000	29,200	45,000	53,000	59,500	40,200
Washington....	63,000	31,000	47,100	37,200	42,800	54,000
West Virginia.	60,000	36,000	42,000	39,000	56,200	31,500
Wisconsin.....	65,801	32,608	50,780	32,608	58,139	55,000
Wyoming.....	55,000	37,500	55,500	37,500	37,500	46,644

* From "The Book of the States, 1982-83, published by the Council of State Governments, Lexington, Kentucky, 1982

Chart showing salaries which would have been in effect April 1983 without the salary cuts imposed by the June 1982 Special Session of the legislature.

<u>Position</u>	<u>Monthly Salary</u>
Chief Medical Investigator, Health Division	\$ 5897
Superintendents, Dammasch State Hospital, Eastern Oregon State Hospital, et al.	5346
Deputy Attorney General; Executive Assistant to the Governor	5093
Director, Department of Transportation; Public Utility Commissioner	4853
Directors, Department of Human Resources and the Executive Department	4853
Deputy Director, Department of Transportation	4622
<u>GOVERNOR</u>	4619
Chief Justice, Supreme Court	4553
Justices of the Supreme Court; Chief Judge, Court of Appeals	4442
<u>ATTORNEY GENERAL</u>	4442
Directors, Departments of Energy, Veterans Affairs, Workers' Compensation; Chairman, Workers' Compensation Board	4398
Directors, Departments of Revenue, General Services, Commerce, et al.; class of Attorney 5	4398
Judges, Court of Appeals	4338
Member, Workers' Compensation Board	4189
Members, Employment Relations Board, Land Use Board of Appeals, Superintendent of State Penitentiary	4189
Circuit Court Judges	4030
Deputy State Treasurer; Real Estate Commissioner; Public Utility Hearings Director	3992
Adjutant General, Military Department; Administrator, OLCC; Deputy Commissioner, Bureau of Labor; Attorney 4; Corporation Commissioner	3992

<u>Position</u>	<u>Monthly Salary</u>
Workers' Compensation Hearings Referees	\$ 3894
Director of Transportation, PUC	3802
<u>SECRETARY OF STATE, STATE TREASURER, SUPERINTENDENT</u> <u>OF PUBLIC INSTRUCTION, LABOR COMMISSIONER</u>	3802
Senior Public Utility Hearings Examiner	3709
Fire Marshal; Director of Administrative Service, PUC; Assist. Director, Department of Energy	3619

Bill Fact Sheet

Date Received 3/10/83

Bill Number SB171 Title Compensation / State employees

Fiscal Note - Date Requested 3/14 Date Received _____

- Of Whom Rebecca Burch / Dept of Admin

Dept. Position Paper - Date Requested 3/14 Date Received _____

- Of Whom Rebecca Burch / Dept of Admin

Resource People

Initial Hearing - Date 3/24/83

People Contacted
Rebecca Burch - Dept. of Admin 3/21
Sen. Sackett's Office

Follow-up Hearing - Date _____

Final Action passed Senate L+C Date 3/24/83