

SB

139-H

# HOUSE COMMITTEE REPORT

(7)

Date referred: 3/25/87

FURTHER REFERRALS: Rules

DATE: 5-2-87

The Finance Committee has considered SB 139

"An Act relating to wages and benefits for certain legislative employees; and providing for an effective date."

**RECOMMENDS:**

- replace with HCS SB 139 (FIN)  the same title
- attached amendment(s)  a new title
- do pass
- do not pass
- no recommendation
- individual recommendations
- additional referral to the \_\_\_\_\_ Committee

**ADOPTS:**  \_\_\_\_\_ letter of intent

**ATTACHES NEW FISCAL NOTE(s):**

- fiscal impact
- zero fiscal note
- zero with analysis
- same as previous fiscal note published \_\_\_\_\_
- same as previous zero fiscal note published \_\_\_\_\_

**SIGNING DO PASS:**

*Al Adams*  
 \_\_\_\_\_  
*Bob Fausch*  
 \_\_\_\_\_  
*Ronald J. Linn*  
 \_\_\_\_\_  
*John Linn*  
 \_\_\_\_\_  
*Cliff Murrell*  
 \_\_\_\_\_  
*Ray Wallis*  
 \_\_\_\_\_  
*Mike Linn*  
 \_\_\_\_\_  
*Mark Boyer*  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**SIGNING OTHER RECOMMENDATIONS:**

*Steve Rieger*  
 \_\_\_\_\_  
*Mark*  
 \_\_\_\_\_  
*Fay Brown - NO REC*  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

*Albert M. Adams*  
 \_\_\_\_\_  
 Chairman's signature

NO. 139

STATE OF ALASKA 1987 LEGISLATIVE SESSION  
FISCAL NOTE

Bill Version : CS SB 139(FIN)  
Publish Date : \_\_\_\_\_

REQUEST: \_\_\_\_\_

Revision Date: \_\_\_\_\_

Agency Affected: Legislative Affairs

Title: Act relating to wages and

BRU: Legislative Council

benefits for certain legislative employees

Sponsor: Senate Rules Committee

Components: Administrative Services

Requestor: Senate Finance

Legal Services, Session Expenses

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 87	FY 88	FY 89	FY 90	FY 91	FY 92
PERSONAL SERVICES		0	0	0	0	0
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING		0	0	0	0	0

CAPITAL						
---------	--	--	--	--	--	--

REVENUE						
---------	--	--	--	--	--	--

FUNDING: (Thousands of Dollars)

GENERAL FUND		0	0	0	0	0
FEDERAL FUNDS						
OTHER						
TOTAL						

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS : (Attach a separate page if necessary)

Funding for SB 139 will be absorbed by the legislative budget.

Prepared by: \_\_\_\_\_  
Division: Senator John Binkley, Co-chairman  
Senate Finance Committee

Phone: 465-4985

Date: 2/24/87

Approved by Commissioner: [Signature]  
Agency: \_\_\_\_\_

Date: \_\_\_\_\_

Distribution (by preparer):

- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Imoacted Agency(ies)

Original sponsor: Rules Committee

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BY THE FINANCE COMMITTEE

2 HOUSE CS FOR SENATE BILL NO. 139 (Finance)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 FIFTEENTH LEGISLATURE - FIRST SESSION

5 A BILL

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22 (c) Except as provided in (e) of this section for hourly em-  
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25 (1) classification and wage plans based on the merit prin-  
26 ciple and adapted to the special needs of the legislature; and

27 (2) [PERMANENT EMPLOYEES ARE SUBJECT TO] the general state  
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1 (d) During sessions, all employees of the legislature are em-  
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28 POLICIES,] at levels budgeted and approved by the governing committees  
29 in accordance with law. The governing committees shall coordinate

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3 the statutory duties and powers of each permanent committee and its  
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10 \* Sec. 6. AS 24.55.070(c) is amended to read:

11 (c) The ombudsman and the staff appointed by the ombudsman are  
12 in the exempt service under AS 39.25.110 and are not subject to the  
13 employment policies under AS 24.10 or 24.20.

14 \* Sec. 7. AS 39.27.011(a) is amended to read:

15 (a) The following monthly basic salary schedule is approved as  
16 the pay plan for classified and partially exempt employees in the  
17 executive branch of the state government who are not members of a  
18 collective bargaining unit established under the authority of the  
19 Public Employment Relations Act and employees of the legislature under  
20 AS 24.10 and AS 24.20:

Range	Step	Step	Step	Step	Step	Step
No.	A	B	C	D	E	F
05	1,387	1,425	1,467	1,507	1,552	1,593
06	1,467	1,507	1,552	1,593	1,639	1,687
07	1,552	1,593	1,639	1,687	1,740	1,793
08	1,639	1,687	1,740	1,793	1,845	1,903
09	1,740	1,793	1,845	1,903	1,965	2,020
10	1,845	1,903	1,965	2,020	2,082	2,145
11	1,965	2,020	2,082	2,145	2,217	2,286

1	12	2,082	2,145	2,217	2,286	2,365	2,445
2	13	2,217	2,286	2,365	2,445	2,531	2,623
3	14	2,365	2,445	2,531	2,623	2,715	2,818
4	15	2,531	2,623	2,715	2,818	2,910	3,020
5	16	2,715	2,818	2,910	3,020	3,129	3,242
6	17	2,910	3,020	3,129	3,242	3,353	3,468
7	18	3,129	3,242	3,353	3,468	3,582	3,717
8	19	3,353	3,468	3,582	3,717	3,831	3,974
9	20	3,582	3,717	3,831	3,974	4,095	4,246
10	21	3,831	3,974	4,095	4,246	4,379	4,537
11	22	4,095	4,246	4,379	4,537	4,687	4,859
12	23	4,379	4,537	4,687	4,859	5,021	5,209
13	24	4,687	4,859	5,021	5,209	5,385	5,568
14	25	5,021	5,209	5,385	5,568	5,773	5,990
15	26	5,209	5,385	5,568	5,773	5,990	6,206
16	27	5,385	5,568	5,773	5,990	6,206	6,442
17	28	5,568	5,773	5,990	6,206	6,442	6,666
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19	30	5,990	6,206	6,442	6,666	6,901	7,144

\* Sec. 8. AS 39.27.022 is amended by adding a new subsection to read:

(d) This section applies to employees of the legislature only if the committee responsible for adopting employment policies concerning the employee adopts a written policy that the section applies. This section applies to the employees of the office of the ombudsman only if the ombudsman adopts a policy that the section applies.

\* Sec. 9. AS 39.35.385(f) is amended to read:

(f) Subject to AS 39.35.450, an employee is eligible for a normal retirement benefit at age 60 or an early retirement benefit at age 55 if the employee has at least 80 [60] days of credited service

1 as an [A TEMPORARY] employee of the legislature, other than as an  
2 employee of the Office of the Ombudsman, during each of five  
3 legislative sessions.

4 \* Sec. 10. Notwithstanding the amendments made to AS 39.27.022 by  
5 sec. 8 of this Act, an employee of the legislature who has received a  
6 longevity pay increment under AS 39.27.022 before the effective date of  
7 sec. 8 of this Act shall continue to receive the increment until the com-  
8 mittee responsible for adopting employment policies concerning the employee  
9 adopts a policy on the question of longevity pay increments.

10 \* Sec. 11. AS 24.10.200(b) is repealed.

11 \* Sec. 12. The amendments to AS 39.35.385(f) made by sec. 9 of this Act  
12 are retroactive to July 1, 1979.

13 \* Sec. 13. Sections 1 - 8, 10, and 11 of this Act take effect on the  
14 first day of the first pay period that begins 14 or more days after the  
15 effective date of secs. 9 and 12 of this Act.

16 \* Sec. 14. Sections 9 and 12 of this Act take effect immediately under  
17 AS 01.10.070(c).



# Alaska State Legislature

SENATE

*Rules Committee*

Senator R. I. Eliason, Chairman  
Senator William Hensley, Vice-Chairman  
Senator Don Bennett  
Senator John Binkley  
Senator Jan Faiks

P.O. Box V  
State Capitol  
Juneau, Alaska 99811  
(907) 465-3770

COMMENTS BY SEN. ELIASON ON SB 139 (AND HB 142)

"AN ACT RELATING TO WAGES AND BENEFITS FOR  
CERTAIN LEGISLATIVE EMPLOYEES"

This bill addresses problems which legislators and staffers have struggled with for many years.

It is high time that we sit down to iron out the maze of irrational quirks in legislative staff policies. The Rules Committee files are full of letters which have accumulated over the years from individual legislators and committees describing their problems and concerns with the complexities and inequities in the statutes and policies which govern the hiring of legislative employees.

Many of these inconsistencies and inequities have evolved simply because our staffing situations keep changing but statutes and joint policies have not been amended to keep up.

This bill is aimed at bringing LOGIC and FAIRNESS back into the staff salary and benefit policies.

Main provisions to do that:

Establish that all legislative employees are:

Paid on monthly basis,

All with same benefit package,

And all on the same state salary schedule.

~~Eliminate~~ the category distinction between "temporary session" employees and "permanent" employees.

These terms have become complete misnomers anyway. Temporary session often doesn't mean session only, and permanent doesn't necessarily mean yearround work, and certainly can't imply any commitment to provide ongoing employment.

Our definition of "temporary session" employee has been anyone at ranges 14, 17, or 19, and permanent has been ranges 15 and 21 - all regardless of whether any of these employees worked only during sessions or all year, or any number of months in between.

By standardizing these things:

System is more logical and equitable - won't have co-workers in same office with differing benefits.

More flexible if cut-backs need to be made or rearrangement of staff needs to be accommodated. For example, this year we held the line on highest level staff and established a policy of allowing only one range 21 per Senate office.

Several former 21's were dropped to 19's. Due to the current statutes and policies, these employees got a "double whammy" because they automatically also lost their leave benefits and dropped onto the old 1982 salary schedule - simply because we call 19 a session range and a 21 a permanent range.

After passage of this bill, if cut-backs become necessary it would be easy to do something like drop everyone by one range without affecting their benefits, or to enable some staffers to work varying numbers of months per year to work within a reduced budget without the need to artificially categorize them as "permanent" or "temporary session."

ANOTHER MAIN ACCOMPLISHMENT OF THIS BILL WOULD BE THAT-

BY PUTTING ALL LEGISLATIVE EMPLOYEES ON THE SAME BASIC STATE PAY SCALE (the one established for partially exempt state workers)

~~EVERYONE WILL GET ANY INCREASES OR DECREASES NEGOTIATED BY THE STATE EMPLOYEES.~~

Our workers will be tied into the state bargaining process. Currently only our "permanent" people are.

Thus, in 1983 when the state workers got a 3% raise, our 21's and 15's did too. But not our other staffers. Caused much dissatisfaction among staffers.

We now anticipate that the state employees will see some reductions in their paychecks over the next few years. This bill will get us in line to all take the same reductions as our people will receive whatever is negotiated by state workers.

There are ~~a number~~ of other small "housekeeping" provisions in the bill such as ~~cleaning up some~~ old language about retirement eligibility for legislative employees and more clearly spelling out which legislative entity has hiring authority over employees at particular times and so on.

Fiscal notes: Zero from Dept. of Administration, and 78.8 from Leg. Affairs. Recommend that the LAA fiscal note be zeroed out as the intent

is for the minimal fiscal impact of these changes to be absorbed by the current budget levels.

Summary:

- \* Long over-due bill

- \* Carefully drafted to clean up most severe inequities and simplify the salary system with the least possible fiscal impact, and without creating further complications

- \* This is responsible legislation and the timing is appropriate.

- \* Not retroactive, so urge quick passage as every day we postpone enactment of these provisions, the inequities continue.



# Alaska State Legislature

## House

*[Handwritten signature]*

Official Business

Pouch V  
State Capitol  
Juneau, Alaska 99811

April 21, 1987

### MEMORANDUM

TO: Representative Al Adams  
Chairman, House Finance Committee

FROM: Representative Fritz Pettyjohn *[Handwritten mark]*  
House Minority Leader

SUBJECT: HB 142 and SB 139 - Bills relating to wages and  
benefits for legislative session employees

SB 139 was passed by the Senate on March 24, 1987, the vote tally was 19 yeas and one excused. The two bills address the need for reform and equity in the pay scales used to set legislative salaries. The Minority Caucus members support this bill and urge enactment this session.

Currently there are two categories of legislative employees "temporary session" and "permanent". The staff of the minority members of this legislature fall into the category of "temporary session" employees with the exception of our two finance committee members. Our employees as well as session employees of the majority members of the legislature are paid using a different pay scale and set of benefits.

Establishing one set of wage and benefit guidelines for all legislative employees provides pay equity. In addition the bill contains language that would remove any questions on the eligibility of legislative employees to participate in the state's retirement system.

This bill establishes a more efficient payroll system for Legislative Affairs Agency and adds employees to the salary schedule in AS 39.27.011 (a).

Original sponsor: Rules Committee

Ombudsman sections -  
5, 6, 8 and 9

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3	14	2,365	2,445	2,531	2,623	2,715	2,818
4	15	2,531	2,623	2,715	2,818	2,910	3,020
5	16	2,715	2,818	2,910	3,020	3,129	3,242
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2

SENATE BILL NO. 139

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

FIFTEENTH LEGISLATURE - FIRST SESSION

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23 ployees, all [PERMANENT AND TEMPORARY] employees of the legislature  
24 are [AND ITS AGENCIES SHALL BE] employed subject to

25 (1) classification and wage plans based on the merit prin-  
26 ciple and adapted to the special needs of the legislature; and

27 (2) [PERMANENT EMPLOYEES ARE SUBJECT TO] the general state  
28 laws regarding leave and retirement.

29 \* Sec. 2. AS 24.10.060 is amended by adding new subsections to read:

1 (d) During sessions, all employees of the legislature are em-  
2 ployed with the understanding that they will work as many hours as may  
3 be required by their supervisors. All employees are on call for duty  
4 every day of the session.

5 (e) The permanent interim committees of the legislature, the  
6 rules committees, the president of the senate, or the speaker of the  
7 house of representatives, as appropriate, may authorize the employment  
8 of hourly employees. Hourly employees are subject to the salary  
9 schedule set out in AS 39.27.011 and general state laws regarding  
10 retirement but are not entitled to receive leave benefits.

11 \* Sec. 3. AS 24.10.200(a) is amended to read:

12 Sec. 24.10.200. HOUSE AND SENATE [SESSION] EMPLOYEES. (a)  
13 During the legislative session, house and senate [TEMPORARY SESSION]  
14 employees of the legislature are compensated under the salary schedule  
15 set out in AS 39.27.011 [FOR EACH CALENDAR DAY OF THE LEGISLATIVE  
16 SESSION] at the rate authorized by the Joint Rules Committee and upon  
17 approval of the house and senate. During the interim, house and  
18 senate employees are compensated at a rate approved by the president  
19 of the senate or the speaker of the house of representatives, as  
20 appropriate, consistent with the policies adopted by the Joint Rules  
21 Committee and approved by the house and senate.

22 \* Sec. 4. AS 24.10.210 is amended to read:

23 Sec. 24.10.210. EMPLOYEES OF LEGISLATIVE AGENCIES. Employees  
24 of agencies governed by permanent interim committees of the legisla-  
25 ture under AS 24.20 and employees of the committees themselves are  
26 compensated under AS 39.27.011, [IN ACCORDANCE WITH] the general state  
27 salary schedule, [INCLUDING OVERTIME PAYMENT AND COMPENSATORY TIME  
28 POLICIES,] at levels budgeted and approved by the governing committees  
29 in accordance with law. The governing committees shall coordinate

1 with each other on position levels and salary-related [OVERTIME AND  
2 COMPENSATORY TIME] policies to every extent possible consistent with  
3 the statutory duties and powers of each permanent committee and its  
4 agency.

5 \* Sec. 5. AS 24.55.070(c) is amended to read:

6 (c) The ombudsman and the staff appointed by the ombudsman are  
7 in the exempt service under AS 39.25.110 and are not subject to the  
8 employment policies under AS 24.10 or 24.20.

9 \* Sec. 6. AS 39.27.011(a) is amended to read:

10 (a) The following monthly basic salary schedule is approved as  
11 the pay plan for classified and partially exempt employees in the  
12 executive branch of the state government who are not members of a  
13 collective bargaining unit established under the authority of the  
14 Public Employment Relations Act and employees of the legislature under  
15 AS 24.10 and AS 24.20:

16	Range	Step	Step	Step	Step	Step	Step
17	No.	A	B	C	D	E	F
18	05	1,387	1,425	1,467	1,507	1,552	1,593
19	06	1,467	1,507	1,552	1,593	1,639	1,687
20	07	1,552	1,593	1,639	1,687	1,740	1,793
21	08	1,639	1,687	1,740	1,793	1,845	1,903
22	09	1,740	1,793	1,845	1,903	1,965	2,020
23	10	1,845	1,903	1,965	2,020	2,082	2,145
24	11	1,965	2,020	2,082	2,145	2,217	2,286
25	12	2,082	2,145	2,217	2,286	2,365	2,445
26	13	2,217	2,286	2,365	2,445	2,531	2,623
27	14	2,365	2,445	2,531	2,623	2,715	2,818
28	15	2,531	2,623	2,715	2,818	2,910	3,020
29	16	2,715	2,818	2,910	3,020	3,129	3,242

1	17	2,910	3,020	3,129	3,242	3,353	3,468
2	18	3,129	3,242	3,353	3,468	3,582	3,717
3	19	3,353	3,468	3,582	3,717	3,831	3,974
4	20	3,582	3,717	3,831	3,974	4,095	4,246
5	21	3,831	3,974	4,095	4,246	4,379	4,537
6	22	4,095	4,246	4,379	4,537	4,687	4,859
7	23	4,379	4,537	4,687	4,859	5,021	5,209
8	24	4,687	4,859	5,021	5,209	5,385	5,568
9	25	5,021	5,209	5,385	5,568	5,773	5,990
10	26	5,209	5,385	5,568	5,773	5,990	6,206
11	27	5,385	5,568	5,773	5,990	6,206	6,442
12	28	5,568	5,773	5,990	6,206	6,442	6,666
13	29	5,773	5,990	6,206	6,442	6,666	6,901
14	30	5,990	6,206	6,442	6,666	6,901	7,144

15 \* Sec. 7. AS 39.27.022 is amended by adding a new subsection to read:

16 (d) This section applies to employees of the legislature only if  
17 the committee responsible for adopting employment policies concerning  
18 the employee adopts a written policy that the section applies. This  
19 section applies to the employees of the office of the ombudsman only  
20 if the ombudsman adopts a policy that the section applies.

21 \* Sec. 8. AS 39.35.385(f) is amended to read:

22 (f) Subject to AS 39.35.450, an employee is eligible for a  
23 normal retirement benefit at age 60 or an early retirement benefit at  
24 age 55 if the employee has at least 60 days of credited service as an  
25 [A TEMPORARY] employee of the legislature, other than as an employee  
26 of the Office of the Ombudsman, during each of five legislative ses-  
27 sions.

28 \* Sec. 9. Notwithstanding the amendments made to AS 39.27.022 by sec. 7  
29 of this Act, an employee of the legislature who has received a longevity

1 pay increment under AS 39.27.022 before the effective date of sec. 7 of  
2 this Act shall continue to receive the increment until the committee re-  
3 sponsible for adopting employment policies concerning the employee adopts a  
4 policy on the question of longevity pay increments.

5 \* Sec. 10. AS 24.10.200(b) is repealed.

6 \* Sec. 11. The amendments to AS 39.35.385(f) made by sec. 8 of this Act  
7 are retroactive to July 1, 1979.

8 \* Sec. 12. Sections 1 - 7, 9, and 10 of this Act take effect on the  
9 first day of the first pay period that begins 14 or more days after the  
10 effective date of secs. 8 and 11 of this Act.

11 \* Sec. 13. Sections 8 and 11 of this Act take effect immediately under  
12 AS 01.10.070(c).