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FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

BILL NO. SB 401

Revision Date: _____

Department Affected: All

Title: Requiring compensation based on value of work.

BRU: All

Sponsor: Zharoff

Component: All

Requestor: Senate State Affairs

COMPONENT SERIAL NO.

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Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	9,824.6	17,461.4	12,820.9
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	9,824.6	17,461.4	12,820.9

CAPITAL	0	0	0	0	0	0
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REVENUE FUND SOURCE:	0	0	0	0	0	0
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FUNDING: (Thousands of Dollars)

GENERAL FUND	0	0	0	6,670.7	11,630.3	8,618.6
FEDERAL FUNDS	0	0	0	0	0	0
OTHER FUND SOURCE:	0	0	0	3,153.9	5,831.1	4,202.3
TOTAL	0	0	0	9,824.6	17,461.4	12,820.9

POSITIONS:

FULL-TIME	0	0	0	0	0	0
PART-TIME	0	0	0	0	0	0
TEMPORARY	0	0	0	0	0	0

Estimate of current year impact: Zero.

ANALYSIS: (Attach a separate page if necessary.)

Prepared by: R. H. King
Division: Personnel

Phone: 465-4430
Date: February 26, 1992

Approved by Commissioner: Nancy Bear Usara *NBU*
Agency: Administration

Date: 2/26/92

Distribution (by preparer): Leg. Fin., Legislative Sponsor, Requestor, OMB/DBR, Gov. Legis. Ofc., & Impacted Agency(ies).

FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

BILL NO. SB 401

This fiscal note has been prepared for compliance with AS 24.08.035. It contains the same numbers as the initial fiscal note for implement in the Alaska Quantitative Evaluation System (AQES) based on amendments contained in HB 676 in 1986. No adjustment has been made except to change the date of implementation. A copy of the original fiscal note is attached.

This bill would require the Executive Branch to use a job evaluation system to determine the comparable work value of the work performed by each job class. This bill does not require that this evaluation system be used to determine pay except where male and female dominated classes are underpaid for their value. However, to pay only some sex dominated classes based on a different system creates other inequities. Therefore, this employer would have no choice but to implement the new system for all job classes.

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date: 02/24/86

REQUEST
Bill/Resolution No.: HB 676
Title: "An act relating to implementation of a classification study . . ."

FISCAL DETAIL
Agency Affected: All
BRU: _____

Sponsor: Rules at request of Governor
Requestor: _____
Date of Request: _____

Components: _____

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
OPERATING						
PERSONAL SERVICES		9,824.6	17,461.4	12,820.9	8,048.1	3,518.8
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING		9,824.6	17,461.4	12,820.9	8,048.1	3,518.8
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND		6,670.7	11,630.3	8,618.6	5,521.1	2,581.6
FEDERAL FUNDS						
OTHER		3,153.9	5,831.1	4,202.3	2,527.0	937.2
TOTAL		9,824.6	17,461.4	12,820.9	8,048.1	3,518.8

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: Attach a separate page if necessary

Prepared By: Michael P. McMullen *Michael P. McMullen* Phone: 465-2200
Division: Commissioner's Office Date: 2/25/86

Approved by Commissioner: Eleanor Andrews *Eleanor Andrews* Date: 2/25/86
Agency: Department of Administration

Distribution (by Agency preparing fiscal note):
Legislative Finance
Legislative Sponsor
Requestor
Office of Management and Budget
Impacted Agency(ies)

CONTINUATION of FISCAL NOTE ANALYSIS

For HB 676

This revised Fiscal Note incorporates two refinements referenced in the original Fiscal Note of February 13, 1986: 1) An estimate of the savings effect of turnover has been included, and 2) the costs have been broken out by General Fund and all other.

An attachment has been developed showing the costs by department for fiscal years 1987 and 1988.

The Legislature appropriated \$500.0 thousand in 1983 to fund the only comprehensive review of the total classification system since statehood. The study results are scheduled for implementation on January 1, 1987. This bill amends the Personnel Act to allow for implementation in the manner normally used by public employers on studies of this scope. The bill provides a one-time exception to the current Personnel Rules (AS 39.25.150, 2 AAC 07) regarding pay upon the upward movement of an employee. This one-time change will reduce the cost of implementation by more than half. This bill provides the only mechanism to express and discuss the financial impact of the study.

Under current collective bargaining agreements and Personnel Rules, when a position is reallocated to a higher range, the employee is entitled to a pay increase of at least one step on the pay schedule. When all positions in a job class are assigned a higher pay range, all incumbents retain the same step in the higher range. The FY 87 cost for implementing the Classification Study under this approach would be \$19,967.5.

This bill will provide, instead, that the pay of all employees moving to higher pay ranges will be set at the lowest step that does not provide a decrease.

An example of this difference is shown below:

MONTHLY SALARY (Partial Table from AS 39.27.011)

Range	Step	A	B	C	D	E	F
12		2,082	2,145	2,217	2,286	2,365	2,445
13		2,217	2,286	2,365	2,445	2,531	2,623
14		2,365	2,445	2,531	2,623	2,715	2,818

Under current provisions, an employee at Range 12, Step E (\$2,365) would move to Range 14, Step B (\$2,445) upon reclassification, and to Range 14, Step E (\$2,715) if the pay range for the employee's job was changed from Range 12 to Range 14. Under this bill an employee would move to Range 14, Step A (\$2,365) in either case.

The Personal Services cost estimates are based on a computer model developed by the Division of Personnel. It is based on changes projected on a class-by-class basis. It considers bargaining unit; actual rates of pay, including current and projected step within a range and geographic

differentials; vacancy factor; benefits, including appropriate retirement system, the Supplemental Benefits System (SBS) cap, and departmental variable rates; and premium pay experience (except sea duty) by department. The model assumes that current pay rates will continue and that the study will be fully implemented on January 1, 1987.

Current Personnel Rules and collective bargaining agreements provide for "frozen" pay for employees who are reclassified or have their ranges changed to lower levels. This bill will not affect these provisions. Beginning in FY 88, the effect of such freezes begins to reduce Personal Services costs.

In addition, as employees with frozen salaries separate from State employment and are replaced by new workers, the new workers enter the work force at lower pay rates. Normally, such savings are offset by current employees receiving merit increases. However, the number of employees who will have frozen salaries as a result of the Classification Study will upset this balance. As turnover occurs, real reduction in Personal Services costs will be realized. A turnover rate of 15 percent has been assumed across all bargaining units and departments. The appropriate adjustment has been made to the savings expected from current employees with frozen salaries forgoing merit increases to reflect this turnover rate.

The combined savings from frozen salaries and turnover of those with frozen salaries is projected at \$2,187.8 in FY 88 (half year). For FY 89, these savings are \$4,640.5. Following FY 91, these savings fall rapidly.

The following table displays the Personal Services costs considering the prior year as the base for each year:

FY 87	\$9,824.6
FY 88	7,636.8
FY 89	-4,640.5
FY 90	-4,772.8
FY 91	-4,529.3

Governor Sheffield will be submitting an FY 87 Budget Amendment for the FY 87 costs. Costs for FY 88 and beyond will be routinely included in preparation of agencies' Personal Services line items.

Attached is a breakdown by department of incremental costs for FY 87 and FY 88.

Attachment 1

General Fund and Other Fund Personal Services Cost by Department, FY 87 and FY 88, to Implement the Classification Study under HB 676.

<u>Department</u>	FY 87		FY 88	
	<u>G.F.</u>	<u>Other</u>	<u>G.F.</u>	<u>Other</u>
Office of the Governor	23.5	.1	23.5	.1
Administration	1,123.1	169.3	1,077.4	125.0
Law	97.4	48.9	87.6	43.9
Revenue	179.5	95.8	115.1	61.4
Education	190.1	94.5	125.2	62.2
Health and Social Services	1,818.4	288.7	1,718.4	272.8
Labor	127.4	310.3	101.9	248.4
Commerce and Economic Development	74.5	38.0	-17.6	-9.0
Military and Veterans Affairs	37.0	27.4	33.5	24.9
Natural Resources	575.9	57.7	465.3	46.6
Fish and Game	769.2	370.4	748.8	360.6
Public Safety	418.7	9.9	-464.6	-10.9
Environmental Conservation	110.6	34.8	89.0	27.9
Corrections	700.3	4.9	659.3	4.6
Community and Regional Affairs	75.8	36.2	31.0	14.8
Transportation and Public Facilities	349.0	1,567.3	166.1	1,403.3
Total	6,670.4	3,154.2	4,959.9	2,678.6

Note: Totals do not match page 1 due to rounding.

FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

BILL NO. SB 401

Revision Date: _____
Title: Requiring compensation based on value of work.
Sponsor: Zharoff
Requestor: Senate State Affairs

Department Affected: Administration
BRU: Personnel/OEEO
Component: Personnel/OEEO

COMPONENT SERIAL NO.

0	0	5	6
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Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	120.0	0	0	0	0	0
TRAVEL	20.0	0	0	0	0	0
CONTRACTUAL	40.0	0	0	0	0	0
SUPPLIES	20.0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	200.0	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
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REVENUE FUND SOURCE:	0	0	0	0	0	0
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FUNDING: (Thousands of Dollars)

GENERAL FUND	200.0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER FUND SOURCE:	0	0	0	0	0	0
TOTAL	200.0	0	0	0	0	0

POSITIONS:

FULL-TIME	0	0	0	0	0	0
PART-TIME	0	0	0	0	0	0
TEMPORARY	2.0	0	0	0	0	0

Estimate of current year impact: Zero.

ANALYSIS: (Attach a separate page if necessary.) This legislation would force the State to change its classification system from the "whole job" system currently in use. The costs shown are required to complete the development of Alaska Quantitative Evaluation System (AQES) which reached a preliminary stage with a \$500.00 appropriation in 1983.

Prepared by: R. H. King *R. H. King*
Division: Personnel/OEEO

Phone: 465-4430
Date: 2/24/92

Approved by Commissioner: Nancy Bear Usura *Nancy Bear Usura*
Agency: Administration

Date: 2/26/92

Distribution (by preparer): Leg. Fin., Legislative Sponsor, Requestor, OMB/DBR, Gov. Legis. Ofc., & Impacted Agency(ies).

FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

BILL NO: SB 401

Revision Date: _____
Title: An Act requiring pay equity for certain
public employees and requiring the compensation...
Sponsor: Senator Zharoff
Requestor: Senator Zharoff

Department Affected: Legislative Affairs Agency
BRU: All
Component: All

COMPONENT SERIAL NO:

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0	0	0	0	0	0
CAPITAL	0	0	0	0	0	0
REVENUE FUND SOURCE	0	0	0	0	0	0

FUNDING: (Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER FUND SOURCE						
TOTAL	0	0	0	0	0	0

POSITIONS:

FULL-TIME	0	0	0	0	0	0
PART-TIME	0	0	0	0	0	0
TEMPORARY	0	0	0	0	0	0

Estimate of current year impact: _____

ANALYSIS: (Attach a separate page if necessary)

Zero fiscal impact. It is anticipated that if technical assistance is needed we will be contacting the Department of Administration to assist in completing our agency's report to the Legislature.

Prepared By: Pamela A. Stoops, Director
Division: Administrative Services

Pamela A. Stoops

Phone: 465-3850
Date: 2/18/92

Approved By: Warren W. Endicott, Executive Director
Agency: Legislative Affairs Agency

Warren W. Endicott

Date: 2/18/92

Distribution (by preparer): Leg. Finance, Legislative Sponsor, Requestor, OMB, Gov., & Impacted Agency(ies).

FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Bill No. SB 401

Revision Date: _____ Department Affected: Alaska Court System
 Title: An Act requiring pay equity for BRU: Trial Courts
certain public employees... Components: _____
 Sponsor: Zharoff
 Requestor: _____ COMPONENT SERIAL NO.

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EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	172.5	284.6	208.9	133.4	57.7	(18.0)
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS & CLAIMS						
TOTAL OPERATING	172.5	284.6	208.9	133.4	57.7	(18.0)
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUNDS	172.5	284.6	208.9	133.4	57.7	(18.0)
FEDERAL FUNDS						
OTHER						
TOTAL	172.5	284.6	208.9	133.4	57.7	(18.0)

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year impact: None

ANALYSIS: (Attach a separate page if necessary)

See attached analysis.

Prepared by: C. S. Christensen III, Staff Counsel Phone: 264-8228
 Division: Alaska Court System Date: 02/24/92
 Approved by: Arthur H. Snowden, II, Administrative Director
 Agency: Alaska Court System Date: 02/24/92

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB, & Impacted Agency(ies).

SB 401 Pay Equity

This bill requires a study to be completed by July 1, 1994 with the initial report to the Legislature by July 1, 1995.

This bill requires only that a study be conducted in each job class and after completion of the study, if there is a wage disparity then that department would have to come to the Legislature for an appropriation to remedy this situation.

This bill is a means of eliminating sex discrimination in the way government sets wages for its employees by using criteria that is sex-neutral in evaluating each job class.

In some states the legislature has set up a statutory process for achieving pay equity in public employment and in states that have adopted the voluntary approach, such as Minnesota, the cost of gaining pay equity has been kept low. The pay comparisons for purposes of pay equity are based on the maximum pay within a range and do not eliminate pay differences based on performance and years of service.

The bill is supported by the Alaska State Employees Union, and the American Association of University Women, Alaska Division AFLCIO, Women's Lobby

The study just done by and it showed that for every dollar earned in a male dominated job an employee earns 67 cents in a female dominated job.

P.S. The last study done which is outdated and was not implemented due to drop in revenue when study was completed showed a wide discrepancy in the lower level jobs and according to Diane DeSmine who worked on that study the one position classes were way out of sight.

FISCAL NOTE

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Bill No. SB 401

Revision Date: 03/02/92 Department Affected: Alaska Court System
 Title: An Act requiring pay equity for BRU: Trial Courts
certain public employees... Components: _____
 Sponsor: Zharoff
 Requestor: _____ COMPONENT SERIAL NO. 000 | 000 | 000 ; 768

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	12.0					
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS & CLAIMS						
TOTAL OPERATING	12.0	0.0	0.0	0.0	0.0	0.0

CAPITAL						
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REVENUE						
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FUNDING: (Thousands of Dollars)

GENERAL FUNDS	12.0	0.0	0.0	0.0	0.0	0.0
FEDERAL FUNDS						
OTHER						
TOTAL	12.0	0.0	0.0	0.0	0.0	0.0

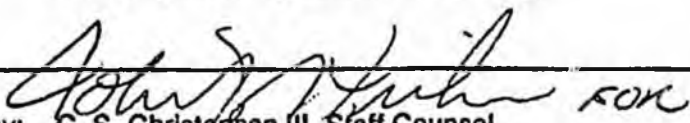
POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year impact: None

ANALYSIS: (Attach a separate page if necessary)

Cost of performing classification study.



Prepared by: C. S. Christensen III, Staff Counsel Phone: 264-8228
 Division: Alaska Court System Date: 03/02/92

Approved by: Arthur H. Snowden, II, Administrative Director
 Agency: Alaska Court System Date: 03/02/92

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB, & Impacted Agency(ies).

ADDITIONAL FN - COURTS



303 K STREET
ANCHORAGE, ALASKA
99501

ARTHUR H. SNOWDEN II
Administrative Director

Alaska Court System

(907) 264-0547
FAX (907) 276-6985

February 21, 1992

*Senator Fred Zharoff
Alaska State Legislature
P. O. Box V
Juneau, Alaska 99811*

Dear Senator Zharoff:

Attached is the response you requested to Senate Bill 401. Let me know if you need anything additional.

Sincerely,


Arthur H. Snowden, II
Administrative Director

Senate Bill No. 401

The full impact of this bill on the Alaska Court System is difficult to assess because court employees are not represented by any collective bargaining unit. Section 39.90.210(a) and (c) direct public employers to meet and confer with bargaining organizations on the development and selection of a job evaluation system and to submit a report of the results of the evaluation to the bargaining organizations. However, the bill provides no direction to public employers whose employees are not represented by bargaining organizations.

The court system participated with the Department of Administration in a classification study in 1984/85 in which the Alaska Quantitative Evaluation system was developed. When the implementation cost of the study was not funded, the court system returned to using the whole job evaluation system. The same factors outlined in Section 39.90.210 are considered when classifying positions using the whole job method. Additionally each position is evaluated based on its relationship to other positions in the court system. However, no numerical values are attached to any of the factors. Given the relative small number of positions, the similarity in the duties of many of the jobs and the centralized personnel function, the whole job evaluation system works effectively for the court.

A vast amount of the work required of court system employees is clerical. Many employees have entered the workforce through the clerical field and have advanced through promotions to paraprofessional, professional and managerial positions. Given that the past and current labor force for clerical workers is predominately female, the majority of job classes in the court system are female-dominated.

There are 71 active job classes (judicial officers, the administrative director and law clerks excluded). Thirty-six (36) are single position job classes of which 22 are occupied by women and 14 by men. Of the 35 multi-person job classes 8 are balanced, 2 are male-dominated and 25 are female-dominated. (Note: Because of the small number of employees in some of the job classes, a change of one incumbent can change the gender domination of the job class). The two male-dominated classes have a total of seven males, two electronic technicians at salary range 15 and five committing magistrates at salary range 22. The 25 female-dominated job classes consist of over 300 females, in positions spanning salary ranges 6 to 22. Comparing the average salaries of all 25 female-dominated job classes to the two male-dominated job classes is inappropriate. While both male-dominated job classes require advanced schooling or specialized training, only three of the female-dominated job classes have

such a requirement. These positions are two coroner/public administrators at salary range 21, two appellate court staff attorneys at salary range 20 and two custody investigators at salary range 22. When comparing these job classes with similar requirements, the average salary for the male-dominated job class is \$2498 semi-monthly, for the female-dominated class it is \$2508.

Section 39.90.210(d) requires that the employer submit to the legislature by January 1 of each year a list of classes in which pay inequities exist. The small number of positions within the court system will make it difficult to determine any gender-based wage disparities. What appears to be a pay inequity one year may easily change the next. As previously stated, a change of one incumbent in some job classes can change the gender-domination of that class.

The court system's position classification plan complies with Section 39.90.230.

Range	Class Title	Total Position	Female		Male	
			#	%	#	%
6	Clerical Aide	2	2	100		
8	Assistant Clerk	9	8	89	1	11
8	Court Clerk I	58	54	93	4	7
8	General Helper	3	1	33	2	67
8	Library Assistant	4	4	100		
	Total	74	67	91	7	1
10	Clerk	14	12	86	2	14
10	Court Clerk II	108	96	89	12	11
10	Secretary I	9	9	100		
10	Assistant Printer	1			1	100
10	Library Assistant II (Pre-Trial Services)	1	1	100		
10	Interviewer	1	1	100		
10	Bailiff Coordinator	1			1	100
	Total	135	119	88	16	12
12	Senior Clerks	4	4	100		
12	Court Clerk III	78	78	100		
12	Secretary II	36	36	100		
12	Legal Tech I	3	3	100		
12	Printer	1			1	100
12	General Helper IV	1			1	100
12	Transcribers	6	6	100		
12	Library Assistant III	3	3	100		
	Total	132	130	98	2	2

13	Trial Court Supervisor	4	4	100		
13	District Ct. Supervisor	1	1	100		
13	Legal Technician II	4	4	100		
13	Executive Secretary	11	11	100		
13	Supply Officer I	1	1	100		
	Total	21	21	100		
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14	Court Clerk IV	19	18	95	1	5
14	Admin. Associates	3	3	100		
14	Transcriber Supervisor	1	1	100		
14	Rural Ct. Trainer I	1	1	100		
	Total	24	23	96	1	4
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15	General Services Supv	1			1	100
15	Electronic Technician	2			2	100
	Total	3			3	100
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16	Court Clerk V	6	6	100		
16	Field Accountant II	1	1	100		
16	Accounting Analyst	1	1	100		
16	Research Analyst	1	1	100		
16	Supply Officer II	1	1	100		
16	Deputy Coroner	1	1	100		
16	Rural Court Trainer II	12	12	100		
	Total	12	12	100		
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17	Anchorage Clerk V	1	1			
17	Librarians	3	2	67	1	33
17	Lead Electronic Tech	1	0	0	1	100
	Total	5	3	60	2	40

18	Court Clerk VI	2	2	100		
18	Personnel Analyst	1	1	100		
18	Programmer Analyst II	1			1	100
18	Rural Court Analyst	1	1	100		
18	Administrative Associate	1	1	100		
18	Assistant Custody Inv.	5	2	40	3	60
	Total	11	7	64	4	36

20	Programmer/Analyst II	2	1	50		
20	Ass't ACA/Court Clerk	1			1	100
20	Staff Attorney	2	2	100		
	Total	5	3	60	2	40

21	Coroner/Public Admin I	2	2	100		
22	Ass't ACA/Clerk of Court	1	1	100		
22	Facilities Manager	1			1	100
22	Asst Mgr Tech Ops	1			1	100
22	Committing Magistrates	5			5	100
22	Standing Master I	2	1	50	1	50
22	Coroner Pub Admin/Mag	2	1	50	1	50
22	Magistrate Coordinator	1	1	100		
22	State Law Librarian	1	1	100		
22	Custody Investigators	2	2	100		
	Total	17	8	47	9	53

24	Personnel Director	1	1			
24	Manager, Tech Ops	1			1	
24	Court Specialist	1			1	
24	Staff Counsel	1			1	

24	Standing Master II	3	1		2	67
24	Area Court Administrator	3	1		2	67
24	Special Projects	1	1			
	Total	12	5	42	7	58

25	Fiscal Officer	1			1	100
25	Clerk of Appellate Ct	1	1			
	Total	2	1	50	1	50

28	Deputy Admin Director	1	1			
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Alaska Court System

Fiscal Analysis

SB 401

To properly assess the fiscal impact of this legislation, the court system would have to complete a classification study for each position in classified service. Timely preparation of this fiscal note, precludes a study of this magnitude. However, the court system, working with the Department of Administration, performed a similar classification study in 1984/85. The results of that study have been updated to calculate the fiscal impact of this legislation.

Under court system personnel rules, pay for upgraded positions is increased immediately and the pay for downgraded positions is frozen. Historically, it has taken three to five years to realize the savings from downgraded positions. Consequently, this bill would result in an immediate personal services cost increase. Personal services savings would start to occur after three years.

Estimated Cost of Implementation

<u>Fiscal</u> <u>Year</u>	<u>Cost/</u> <u>(Savings)</u>
1993	172,500
1994	284,600
1995	208,900
1996	133,400
1997	57,700
1998	(18,000) <first year of projected savings

TESTIMONY OF
THE ALASKA STATE EMPLOYEES ASSOCIATION/AFSCME LOCAL 52
BEFORE THE
SENATE STATE AFFAIRS COMMITTEE
ON BEHALF OF SENATE BILL 401
"COMPARABLE PAY FOR WORK OF COMPARABLE WORTH"
FEBRUARY 26, 1992

GOOD AFTERNOON. MY NAME IS ALMA SEWARD. I AM A MEMBER OF THE ALASKA STATE EMPLOYEES ASSOCIATION/AFSCME LOCAL 52 AND I CO-CHAIR OUR ASSOCIATION'S WOMEN'S ISSUES COMMITTEE. OUR UNION REPRESENTS MORE THAN 8,500 STATE EMPLOYEES, OF WHOM MORE THAN HALF ARE WOMEN.

I WANT TO BEGIN BY THANKING THE COMMITTEE CHAIR, SENATOR PAT RODEY, FOR SCHEDULING SENATE BILL 401 FOR A PUBLIC HEARING TODAY, AND TO THANK HIM AND THE REST OF THE COMMITTEE FOR THIS OPPORTUNITY TO TESTIFY ON BEHALF OF SENATE BILL 401.

WE ALSO WANT TO THANK SEN. FRED ZHAROFF FOR INTRODUCING THIS MUCH-NEEDED LEGISLATION.

IN ALASKA, THERE IS A PERCEPTION THAT WOMEN EMPLOYED BY THE STATE ARE NOT SUBJECT TO SEX DISCRIMINATION IN PAY. THE STATE OF ALASKA HISTORICALLY SETS ITS WAGES AT THE MIDPOINT OF WAGES FOR SIMILAR JOBS IN THE PRIVATE SECTOR OR SIMILAR PUBLIC SECTORS.

OUR MEMBERS, THE MEMBERS OF A.S.E.A., WORK IN THE REAL WORLD. WE KNOW THAT SEXISM IS ALIVE AND WELL IN STATE GOVERNMENT AS IN OTHER PLACES OF EMPLOYMENT.

WE STRONGLY SUPPORTED HOUSE BILL 99 DURING THE LAST LEGISLATIVE SESSION AND, NOW, WE ADD THAT SUPPORT TO SENATE BILL 401. THIS BILL REQUIRES THE STATE TO DEVELOP A PLAN TO PAY EMPLOYEES ON THE COMPARABLE WORTH OF THE JOB. JOBS WITH SUBSTANTIALLY SIMILAR MINIMUM REQUIREMENTS, RESPONSIBILITY, AND RISK OF HAZARD OUGHT TO HAVE EQUAL PAY.

(CONTINUED)

SENATE STATE AFFAIRS
ASEA TESTIMONY ON S.B. 401, PAGE 2

THIS IS NOT TRUE TODAY. UNDER CURRENT ALASKA LAW, IF TWO PEOPLE HAVE THE SAME JOB TITLE, THEY MUST HAVE EQUAL PAY. BUT IF THE JOBS ARE SUBSTANTIALLY EQUAL AND HAVE DIFFERENT TITLES, THEN THE PAY MAY BE VERY DIFFERENT INDEED.

A.S.E.A./AFSCME ANALYZED THE OCTOBER 15, 1991, PAYROLL OF THE STATE OF ALASKA--THE MOST RECENT PAYROLL TO WHICH WE HAD ACCESS. WE FOUND THAT THREE OUT OF FOUR STATE EMPLOYEES ARE IN JOB CLASSIFICATIONS WITH 70 PERCENT OR MORE MEN OR WOMEN. WE THEN COMPARED THE MALE-DOMINATED JOB WAGE TO THE FEMALE-DOMINATED JOB WAGE.

WE FOUND THAT FOR EVERY DOLLAR MADE BY AN EMPLOYEE IN A MALE-DOMINATED JOB CLASS, AN EMPLOYEE IN A FEMALE-DOMINATED JOB CLASS EARNS 67 CENTS.

THE MEDIAN MAXIMUM WAGE FOR THE WOMEN IS LESS THAN THE MEDIAN MINIMUM WAGE FOR MEN. A WOMAN CAN WORK FOR MORE THAN A DECADE AND EXPECT TO EARN LESS THAN A MAN BEGINNING A JOB.

A.S.E.A. ASKS THE STATE AND THE LEGISLATURE TO END THIS PAYROLL SEX DISCRIMINATION. WE ARE NOT NAIVE ABOUT THIS. WE RECOGNIZE THAT A COMPLETE STUDY OF THE STATE'S JOB CLASSIFICATIONS AND IMPLEMENTATION OF THE FINDINGS IS GOING TO COST THE STATE SOME MONEY. BUT THE SEX DISCRIMINATION OF THE CURRENT CLASSIFICATION SYSTEM IS ALREADY COSTING A GREAT DEAL OF MONEY. THE PROBLEM IS THAT, TODAY, THE COST OF PAYROLL SEX DISCRIMINATION IS PAID BY THOSE LEAST ABLE TO PAY... THE UNDERPAID WOMEN OF THE STATE OF ALASKA. RESEARCH HAS SHOWN THAT MANY OF THESE WOMEN ARE ALSO SINGLE PARENTS, TRYING TO RAISE A FAMILY, AND PAY EDUCATION AND OTHER COSTS, ON A BIASED, LOWER SALARY.

SIMPLY PUT, THIS IS NOT FAIR.

(CONTINUED)

SENATE STATE AFFAIRS COMMITTEE
ASEA TESTIMONY ON S.B. 401, PAGE 3

WE STRONGLY URGE THE MEMBERS OF THIS COMMITTEE, AND THE REST OF THE LEGISLATURE AS WELL, TO PASS SENATE BILL 401 OR HOUSE BILL 99, WHICHEVER YOU CHOOSE TO BE THE LEGISLATIVE VEHICLE TO CORRECT THIS ON-GOING INEQUITY.

AGAIN, MY THANKS TO THE CHAIRMAN AND COMMITTEE MEMBERS FOR THIS OPPORTUNITY TO SUPPORT A TRULY GOOD PIECE OF LEGISLATION.

(END TESTIMONY)