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FILE

HOUSE COMMITTEE REPORT

(11)

Date Referred: February 9, 1994

FURTHER REFERRALS:

Date of Committee Action: 4/28/94

The FINANCE Committee considered:

HB 457

HOUSE BILL NO. 457

APPROP: PUBLIC SAFETY EMPLOYEES

"An Act making appropriations to satisfy the monetary terms of certain collective bargaining agreements for certain public safety employees under an arbitrator's decision; and providing for an effective date."

RECOMMENDATIONS: the same title
 be replaced with _____ a new title

have attached amendments(s)

do pass

do not pass

no recommendations

individual recommendations

additional referral to the _____ Committee

ADOPTS: _____ letter of Intent

ATTACHES NEW FISCAL NOTE(s): _____ (Dept)

APPROVES PREVIOUS: _____ (Dept/Date)

fiscal impact _____

fiscal note(s) _____

zero fiscal note _____

zero fiscal note(s) _____

SIGNING DO PASS	DP	OTHER RECOMMENDATIONS	DNP	NR	AM
Tay Brown	✓	Wilson P. McChesney	✓		
		Ronald J. Hanson		X	
		Mark Q. Stanley		X	
		Terry Martin	✓		
		John F. Farrell		X	
		James		X	
		Gene Herrault	X		
		M. E. Yavone	✓		


 Ronald J. Hanson El Machesney
 CHAIRMAN'S SIGNATURE

MEMORANDUM

State of Alaska Department of Administration

To: Shelby Stastny
Director
Office of Management and
Budget

February 7, 1994

465-2200

Fr: Nancy Bear Usery
Commissioner
Department of Administration

Subject: Public Safety
Employees Association
Monetary Terms

This memorandum is to correct and clarify my memorandum of January 28, 1994, regarding the monetary terms of this agreement.

Further analysis of the arbitrator's opinion reveals that the Union proposed language regarding wages calls for the CPI-W increases to be granted in "each succeeding year." This agreement, if approved by the Legislature, will expire on December 31, 1994. It must be assumed for budgetary purposes that a successor agreement will not be negotiated and approved before January 15, 1995. Consequently, the FY 1995 budget requests for the Departments of Public Safety and Transportation and Public Facilities should be amended to reflect a cost of living increase in FY 95 to be calculated as follows:

CPI-W data will not be available for CY 94 until March of 1995, consequently inflation is assumed for this purpose to remain constant at approximately 3.5% per year.

- 1) A lump sum payment equal to 1.5% of the CY 94 regular wages for the bargaining unit is to be made to the PSEA Health and Welfare Trust not later than February 15, 1995.
- 2) The wage schedule of the bargaining unit is to be increased by the result of the CPI-W less 1.5%. Using the estimate of 3.5%, this will result in an increase of 2.0% to the wage schedule effective January 1, 1995.

There is a typographical error in item 4) under Health and Welfare in my memorandum of January 28, 1994. That item should read as follows:

4) Effective February 15, 1994, and for succeeding years, a lump sum amount equal to 1.5% of the adjusted CY 93 regular wages for the bargaining unit will be paid to the Health and Welfare Trust. If not paid timely, the penalty provisions of 1) above will apply.

This correction has been communicated verbally to DPS, DOT&PF, and your staff. If you have any questions or require further information, please do not hesitate to contact me or my staff.

Summary of PSEA COLA for FY92 - FY94

**Department of Public Safety
General Fund**

COLA	2,967,423	
Health & Welfare lump-sum payments	<u>690,642</u>	
Total	3,658,064	
Contingency for miscellaneous adjustments	<u>341,936</u>	9.35%
Total to appropriate	4,000,000	

**Department of Transportation & Public Facilities
International Airport Revenue Fund**

COLA	825,709	
Health & Welfare lump-sum payments	<u>147,613</u>	
Total	773,322	
Contingency for miscellaneous adjustments	<u>76,678</u>	9.92%
Total to appropriate	850,000	

Health & Welfare payments FY92 - FY94

Department of Public Safety

CY92	Wages	COLA %	COLA Amount	Adjusted Wages	H&W 1.5%	Payment Due
1st Half	11,219,963	3.6000%	403,919	11,623,881	174,358	
2nd Half	10,979,230	3.6000%	395,252	11,374,482	170,617	
Totals	22,199,192		799,171	22,998,363	344,975	3/18/94

CY93	Wages	COLA %	COLA Amount	Adjusted Wages	H&W 1.5%	Payment Due
1st Half	11,022,970	3.6000%	396,827	11,419,797	171,297	
2nd Half	11,220,669	3.6000%	403,944	11,624,613	174,369	
Totals	22,243,639		800,771	23,044,410	345,666	2/15/94

DPS total health & welfare lump-sum payments 690,642

Department of Transportation & Public Facilities

CY92	Wages	COLA %	COLA Amount	Adjusted Wages	H&W 1.5%	Payment Due
1st Half	2,409,320	3.6000%	86,736	2,496,055	37,441	
2nd Half	2,443,812	3.6000%	87,977	2,531,790	37,977	
Totals	4,853,132		174,713	5,027,845	75,418	3/18/94

CY93	Wages	COLA %	COLA Amount	Adjusted Wages	H&W 1.5%	Payment Due
1st Half	2,317,144	3.6000%	83,417	2,400,561	36,008	
2nd Half	2,328,644	3.6000%	83,831	2,412,475	36,187	
Totals	4,645,788		167,248	4,813,036	72,196	2/15/94

DOT total health & welfare lump-sum payments 147,613

COLA Calculations FY92 - FY94

Department of Public Safety

FY92	Wages	Benefits	Wages & Benefits	COLA %	COLA Amount	Adjusted Wages
1st Half	N/A					
2nd Half	11,219,963	35.12%	15,160,414	3.6000%	545,775	15,706,189
Totals	11,219,963		15,160,414		545,775	15,706,189
FY93						
1st Half	10,979,230	35.12%	14,835,135	3.6000%	534,065	15,369,200
2nd Half	11,022,970	35.12%	14,894,237	3.6000%	536,193	15,430,429
Totals	22,002,199		29,729,372		1,070,257	30,799,629
FY94						
1st Half	11,220,669	35.12%	15,161,368	3.6000%	545,809	15,707,177
* 2nd Half	11,339,713	35.12%	15,322,220	5.2576%	805,581	16,127,801
Totals	22,560,382		30,483,588		1,351,390	31,834,978
Total COLA Amount					2,967,423	

Department of Transportation & Public Facilities

FY92	Wages	Benefits	Wages & Benefits	COLA %	COLA Amount	Adjusted Wages
1st Half	N/A					
2nd Half	2,409,320	35.12%	3,255,473	3.6000%	117,197	3,372,670
Totals	2,409,320		3,255,473		117,197	3,372,670
FY93						
1st Half	2,443,812	35.12%	3,302,079	3.6000%	118,875	3,420,954
2nd Half	2,317,144	35.12%	3,130,925	3.6000%	112,713	3,243,638
Totals	4,760,956		6,433,004		231,588	6,664,592
FY94						
1st Half	2,328,644	35.12%	3,146,464	3.6000%	113,273	3,259,738
* 2nd Half	2,303,625	35.12%	3,112,658	5.2576%	163,651	3,276,309
Totals	4,632,269		6,259,122		276,924	6,536,045
Total COLA Amount					625,708	

* Includes 1.6% COLA as of 1/1/94 (based on assumed 1993 Anchorage CPI of 3.1%)

Dept. of Public Safety PSEA Monetary Terms - FY95 Calculations

Component	Vacancy	# of PCNs	FY95 Gov							Half-year Base Amount	FY95 Adjusted						FY95 Total Adjusted
			Salary	Prem	Benefits	Total	After Vacancy	Less 387.81 P/Month Chgs	Revised Total		First Half			Second Half			
											Base + COLA	p/m-471.81 Monthly Chgs	Adjusted Total	COLA	p/m-471.81 Monthly Chgs	Adjusted Total	
FWP Enforcement	4.06000%	68	4,097.1	607.0	1,870.3	6,574.9	6,308.0	303.6	6,004.4	3,002.2	3,160.0	184.7	3,344.7	3,210.6	184.7	3,395.3	6,740.0
FWP Marine Enforcement	4.00000%	8	462.9	243.9	261.7	968.7	930.0	35.7	894.2	447.1	470.6	21.7	492.4	478.1	21.7	499.9	992.2
Fire Prevention Opns	1.75229%	6	304.6	30.6	141.6	476.8	468.4	27.4	441.0	220.5	232.1	16.7	248.8	235.8	16.7	252.5	501.3
Detachments	2.42830%	189	10,612.9	1,385.9	4,878.3	16,877.8	16,468.0	858.2	15,609.9	7,804.9	8,215.2	522.0	8,737.3	8,346.7	522.0	8,868.7	17,606.0
Special Projects	0.00000%	2	109.2	9.4	49.8	168.4	168.4	9.3	159.1	79.5	83.7	5.7	89.4	85.1	5.7	90.7	180.1
Criminal Invest Bureau	2.13390%	33	1,941.6	243.8	880.3	3,066.0	3,000.6	150.3	2,850.3	1,425.1	1,500.1	91.4	1,591.5	1,524.1	91.4	1,615.5	3,207.0
Judicial Services Anch	3.54805%	20	942.6	74.4	438.0	1,455.2	1,403.6	89.8	1,313.8	656.9	691.4	54.6	746.0	702.5	54.6	757.1	1,503.2
Narcotics Task Force	3.51916%	9	551.8	51.7	242.4	845.9	816.1	40.4	775.7	387.9	408.3	24.6	432.8	414.8	24.6	439.4	872.2
Commercial Veh Enforce	0.00000%	1	65.5	6.0	26.2	99.8	99.8	4.7	95.1	47.6	50.1	2.8	52.9	50.9	2.8	53.7	106.6
VPSO Support	2.07099%	8	542.0	64.8	234.5	841.3	823.9	36.5	787.4	393.7	414.4	22.2	436.6	421.0	22.2	443.2	879.8
Training Academy	0.00000%	3	181.3	32.8	84.3	298.5	298.5	14.0	284.5	142.3	149.7	8.5	158.2	152.1	8.5	160.6	318.9
Totals		347	19,812.5	2,750.3	9,109.9	31,673.3	30,785.2	1,569.8	29,215.3	14,607.7	15,375.7	954.9	16,330.6	15,621.7	954.9	16,576.6	32,907.2

	95 GOV	95 PSEA
Health Insurance	386.00	470.00
Life Insurance	1.81	1.81

Assumptions:
 Base salary inflated by 3.6%
 1st half FY95 inflated an additional 1.6% (3.1% Anchorage CPI minus 1.5%)
 2nd half FY95 inflated an additional 1.6% (same CPI as first half)
 Health & Welfare lump sum due in Feb, '95 (1.5% of calendar year 1994 wages)

Vacancy is applied to all funding sources and all positions except where a component has only one affected position (i.e., vacancy will not be absorbed only by non-PSEA positions in a component)

Provisions relating to overtime and other costs will have a net-zero impact on the amount budgeted for FY95; this assumption may not prove accurate but is necessary for initial calculations.

Dept. of Public Safety PSEA Monetary Terms - FY95 Calculations

Component	Funding Source Percentage						FY95 Gov Funding Source Amounts							FY95 Adjusted Funding Source Amounts							
	1002	1003	1004	1005	1007	1055	1002	1003	1004	1005	1007	1055	TOTAL	1002	1003	1004	1005	1007	1055	TOTAL	
	Fed	GF Match	GF	GF/PR	I/A Rcpts	IAR/O&H	Fed	GF Match	GF	GF/PR	I/A Rcpts	IAR/O&H		Fed	GF Match	GF	GF/PR	I/A Rcpts	IAR/O&H		
PWP Enforcement			100.00%						6,308.0				6,308.0			6,740.0					6,740.0
PWP Marine Enforcement			100.00%						930.0				930.0			992.2					992.2
Fire Prevention Opns			83.94%	16.06%					393.2	75.2			468.4			420.8	80.5				501.3
Detachments			100.00%						16,468.0				16,468.0			17,606.0					17,606.0
Special Projects					100.00%						168.4		168.4						180.1		180.1
Criminal Invest Bureau			95.05%		3.52%	1.43%			2,852.0		105.6	42.9	3,000.6			3,048.2		112.9	45.9		3,207.0
Judicial Services Anch			95.33%	2.64%	2.03%				1,338.0	37.1	28.5		1,403.6			1,433.0	39.7	30.5			1,503.2
Narcotics Task Force	65.90%	12.47%		21.63%			537.8	101.8		176.5			816.1	574.8	108.8		188.7				872.2
Commercial Veh Enforce			100.00%						99.8				99.8			106.6					106.6
VPSO Support			100.00%						823.9				823.9			879.8					879.9
Training Academy			78.00%		21.99%				232.9		65.6		298.5			248.8		70.1			318.9
Totals							537.8	101.8	29,446.7	288.8	388.2	42.9	30,786.2	574.8	108.8	31,475.3	308.8	393.6	45.9		32,907.2

Dept. of Public Safety PSEA Monetary Terms - FY95 Calculations

Component	FY95 Monetary Terms Appropriation						TOTAL
	Funding Source Amounts						
	1002 Fed	1003 GF Match	1004 GF	1005 GF/PR	1007 I/A Rcpts	1055 IAR/O&H	
PWP Enforcement			432.0				432.0
PWP Marine Enforcement			62.3				62.3
Fire Prevention Opns			27.6	5.3			32.8
Detachments			1,138.0				1,138.0
Special Projects					11.7		11.7
Criminal Invest Bureau			196.2		7.3	3.0	206.4
Judicial Services Anch			94.9	2.6	2.0		99.6
Narcotics Task Force	36.9	7.0		12.1			56.1
Commercial Veh Enforce			6.8				6.8
WPSO Support			55.9				55.9
Training Academy			15.9		4.5		20.4
Totals	36.9	7.0	2,029.6	20.0	25.5	3.0	2,122.1

Adjustments:

Health & Welfare lump sum payment (see below)	347.1				
Contingency for miscellaneous adjustments	123.3			0.5	

Totals for monetary terms bill	36.9	7.0	2,500.0	20.0	26.0	3.0
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1st half CY 94 wages	11,339.7
2nd half CY 94 wages (estimated)	11,800.0
Total CY 94	23,139.7
H & W lump sum %	0.015
Total lump sum payment	347.1

STATE OF ALASKA

WALTER J. HICKEL, GOVERNOR

DEPARTMENT OF ADMINISTRATION

OFFICE OF THE COMMISSIONER

P.O. BOX 110200
JUNEAU, ALASKA 99811-0200
PHONE: (907) 465-2200
FAX: (907) 465-2496

January 28, 1994

The Honorable Ramona L. Barnes
Speaker of the House
Alaska House of Representatives
State Capital, Room 208
Juneau, AK 99801 - 1182

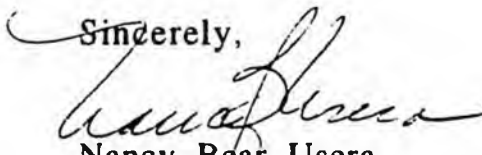
FIN

Dear Madam Speaker;

I am required by the Public Employment Relations Act (AS 23.40.070 - 260) to report the monetary terms of any agreement reached with an employee organization. By copy of my memorandum to Shelby Stastny, Director of the Office of Management and Budget (enclosed), please accept my report of the monetary terms of the collective bargaining agreement which resulted from arbitration between the State and the Public Safety Employees Association.

Negotiations with the Public Safety Employees Association resulted in an impasse which was submitted under authority of AS 23.40.200 to an Arbitrator James Litton for resolution. Arbitrator Litton's decision was received by the Department of Administration on January 17, 1994. The Arbitrator's decision and those provisions agreed upon by the parties will, contingent upon legislative approval, form a collective bargaining agreement in effect from January 1, 1992, through December 31, 1994. Pursuant to AS 23.40.215(a) the monetary terms of that agreement must be submitted to the Legislature for approval through appropriation or, pursuant to AS 23.40.215(b), disapproval by resolution within 60 days of this report.

The necessary appropriation bill will be submitted by the Office of Management and Budget. If I or my staff may answer any questions or provide further information, please do not hesitate to contact me.

Sincerely,

Nancy Bear Usera
Commissioner

enclosure

cc:

Richard Burton
Commissioner
Department of Public Safety

Bruce Campbell
Commissioner
Department of Transportation
and Public Facilities

Kevin Ritchie
Director
Division of Personnel/EEO
Department of Administration

Public Safety Employees Association

MEMORANDUM

State of Alaska Department of Administration

To: Shelby Stastny
Director
Office of Management and
Budget

January 28, 1994

465-2200

Fr: Nancy Bear Usera
Commissioner
Department of Administration

Subject: Public Safety
Employees Association
Monetary Terms

Negotiations with the Public Safety Employees Association resulted in an impasse which was submitted under authority of AS 23.40.200 to an arbitrator for resolution. Arbitrator James Litton has rendered his decision which was received by the Department of Administration on January 17, 1994. The Arbitrator's decision and those provisions agreed upon by the parties will, upon legislative approval, form a collective bargaining agreement in effect from January 1, 1992, through December 31, 1994. Pursuant to AS 23.40.215 the monetary terms of that agreement must be submitted to the Legislature for approval through appropriation or disapproval by resolution within 60 days of receipt of this report.

Following is a listing of those provisions of the contract which require an appropriation for their implementation, change the productive hours of State employees or effect State revenues:

Wages and Hours

- 1) Effective from January 1, 1992, the base wage of all bargaining unit members is increased by 3.6 per cent. This increase results in a commensurate increase in all employer costs which are wage dependent. The employee portion of this increase will be in the form of a lump sum retroactive payment for wages and premium pay to be allocated to individual employees. This should be presented as a single supplemental appropriation within the monetary terms legislation.
- 2) Effective from January 1, 1994, the adjusted base wage of all bargaining unit members is increased by the Anchorage Consumer Price Index for Urban Wage Earners (CPI-W) for Calendar Year (CY)

1993 less 1.5 per cent. The 1993 CPI-W increase will not be available until early March 1994, but is estimated to be approximately 3.1 percent. If so, this will result in a wage adjustment of approximately 1.6 percent. This department will notify you immediately upon its determination of the actual increase in the 1993 Anchorage CPI-W. As the result of these increases to base pay, for budgeting purposes the FY 95 base pay assumption for this bargaining unit should be increased by 5.2%. Inasmuch as the Governor's budget has already been presented, we recommend including this increase as a separate appropriation within the monetary terms legislation.

- 3) Effective from January 1, 1992, all travel on an employee's scheduled day off will be considered as time worked for pay and overtime purposes.
- 4) Effective from January 1, 1992, the former Standby premium pay is replaced. An employee assigned to Standby will receive one hour of pay at the regular straight time hourly rate.
- 5) Effective from January 1, 1992, employees assigned to act in a higher classification are paid in the range of the higher classification at their earned step in their regular classification.
- 6) Effective from January 1, 1992, DOT&PF employees assigned to temporary investigator duties are eligible for temporary investigator pay. Additionally, any employee so assigned will be paid at their earned step rather than as if promoted.
- 7) Effective from January 1, 1992, Airport Safety Officers will no longer receive their birthday as a "floating holiday." This results in a savings of one day per year in leave accrual for each member of the bargaining unit in this classification series.
- 8) Effective from January 1, 1992, Airport Safety Officers will no longer receive 15 minute shift briefings each work day. This results in a savings of 15 minutes at the overtime rate each work day.
- 9) Effective from January 1, 1992, the threshold for payment of overtime at the rate of time and one-half is raised from forty to forty-two hours for all Department of Public Safety (DPS) employees assigned to flexible schedules. The normal work week remains forty

hours in pay status. Work performed in the forty first and forty second hour is overtime, but is paid at the straight time rate.

10) Effective from January 1, 1992, for DPS employees assigned to a flexible schedule, overtime pay on scheduled days off is eliminated unless over the forty-two hours in pay status threshold.

11) Effective from January 1, 1992, overtime work performed on the swing or graveyard shift must be paid in accordance with the Fair Labor Standards Act.

II. Health and Welfare

1) Effective 60 days from the Arbitrator's award (March 18, 1994) the State must pay a lump sum to the PSEA Health and Welfare Trust equal to one and one-half percent of the adjusted CY 1992 regular wages for the bargaining unit. The Union proposed language adopted by the Arbitrator further provides for a one hundred dollar per day penalty for each day after sixty days in which the Union has not received this payment. However, the Arbitrator held that the penalty provisions of the agreement are not invoked in the pendency of legislative action or if the legislature disapproves the monetary terms.

2) Effective from January 1, 1992, the State's contribution shall be paid on behalf of each member of the bargaining unit without regard to that member's pay status. Consequently, the State must contribute on behalf of a bargaining unit member on disciplinary suspension or in leave without pay, including Family Leave, or other non-pay status.

3) Effective July 1, 1994, the State's contribution to the Health and Welfare Trust is increased from \$385.00 per member, per month to \$470.00 per member, per month. (Note: Notwithstanding the agreement's expiration on December 31, 1994, this contribution is a mandatory subject of bargaining and, as such, must be maintained during the pendency of bargaining. Consequently, funding at this level is required for the full fiscal year.)

4) Effective February 15, 1994, and for succeeding years, a lump sum amount equal to the adjusted CY 93 regular wages for the bargaining unit will be paid to the Health and Welfare Trust. If not paid timely, the penalty provisions of 1) above will apply.

III. Terms and Conditions of Employment

1) Rental Rates for State provided housing are increased as follows

Current Rate for mobile homes, apartments or houses -

Bedrooms	0	1	2	3 or more
	\$342	\$432	\$507	\$560

New rates from January 1, 1992 -

Bedrooms	0	1	2	3 or more
	\$459	\$558	\$656	\$800

2) Effective January 1, 1992, utility rates are increased from \$150.00 to \$200.00 per month.

Items 1 and 2 effect only the DPS. The Department does not possess authorization for program receipts. The increased rates obtain to the General Fund and, thereby, change State revenues.

3) Effective January 1, 1992, a bargaining unit member who is the target of a criminal investigation who is not charged or who is acquitted shall be reimbursed for reasonable costs and attorney(s) fees.

4) Effective upon date of implementation, employer required medical examinations will provide only a summary "fit" or "not fit" for duty. This will result in additional costs for second medical opinions.

IV. Other Provisions

1) Costs at the Anchorage and Fairbanks International Airports are funded from the International Airport Revenue Fund which is a self supporting revenue fund. Since the airports are self supporting, increased expenditures will require increased fees, thus effecting State revenues.

2) The State secured language establishing the conditions under which work performed by members of the bargaining unit may be contracted out. While there are no current contracting out plans to contract out any work currently performed under the terms of this agreement, the potential does exist.

Please prepare the necessary appropriation bill to secure funding for the monetary terms as set out herein. If you require further information, please do not hesitate to contact Art Chance of the Labor Relations Section of the Division of Personnel/EEO at 465-4404.

cc:

Richard Burton
Commissioner
Department of Public Safety

Bruce Campbell
Commissioner
Department of Transportation
and Public Facilities

Kevin Ritchie
Director
Division of Personnel/EEO
Department of Administration

Public Safety Employees Association

WALTER J. HICKEL
GOVERNOR



HB 4157
P. O. Box 110001
Juneau, Alaska 99811-0001
(907) 465-3500

STATE OF ALASKA
OFFICE OF THE GOVERNOR
JUNEAU

February 9, 1994

*The Honorable Ramona L. Barnes
Speaker of the House
Alaska State Legislature
State Capitol
Juneau, AK 99801-1182*

Dear Speaker Barnes:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill making appropriations to satisfy the monetary terms of collective bargaining agreements for certain public safety employees.

This bill, if enacted into law, would make a total appropriation of \$8,055,000 to satisfy the monetary terms of collective bargaining agreements with the Public Safety Employees Association. The appropriations are necessary to satisfy the state's obligation under an arbitrator's award regarding those agreements.

I urge your prompt consideration and passage of the bill.

Sincerely,

A handwritten signature in cursive script that reads "Walter J. Hickel".

Walter J. Hickel
Governor

Department of Transportation & Public Facilities PSEA Monetary Terms - FY95 Calculations

Component	Vacancy	# of PCNs	FY95 Gov							Half-year Amount	FY95 Adjusted						FY95 Total Adjusted
			Salary	Prem	Benefits	Total	After Vacancy	Less 387.81 P/Month Chgs	Revised Total		First Half p/m=471.81			Second Half p/m=471.81			
										COLA	Monthly Chgs	Adjust Total	COLA	Monthly Chgs	Adjust Total		
Anchorage Airport - Safety	5.53289%	61	2,957.9	512.1	1,425.0	4,894.9	4,624.1	268.2	4,355.9	2,178.0	2,292.5	163.1	2,455.6	2,329.1	163.1	2,492.3	4,947.9
Fairbanks Airport - Safety	4.50000%	28	1,454.3	227.4	678.6	2,360.1	2,253.9	124.4	2,129.5	1,064.7	1,120.7	75.7	1,196.4	1,138.6	75.7	1,214.3	2,410.7
Totals			4,412.2	739.5	2,103.6	7,255.0	6,878.0	392.6	6,485.4	3,242.7	3,413.2	238.8	3,652.0	3,467.8	238.8	3,706.6	7,358.6

	95 GOV	95 PSEA
Health Insurance	386.00	470.00
Life Insurance	1.81	1.81

Assumptions:
 Base salary inflated by 3.6%
 1st half FY95 inflated an additional 1.6% (3.1% Anchorage CPI minus 1.5%)
 2nd half FY95 inflated an additional 1.6% (same CPI as first half)
 Health & Welfare lump sum due in July, '95 (1.5% of calendar year 1994 wages)

Vacancy is applied to all funding sources and all positions except where a component has only one affected position (i.e., vacancy will not be absorbed only by non-PSEA positions in a component)

Provisions relating to overtime and other costs will have a net-zero impact on the amount budgeted for FY95; this assumption may not prove accurate but is necessary for initial calculations.

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Department of Transportation & Public Facilities PSEA Monetary Terms - FY95 Calculations

Component	FY95 Gov Fund Source Amounts	FY95 Adjusted Funding Source Amounts	IARF
	1027 IARF	1027 IARF	
Anchorage Airport - Safety	4,624.1	4,947.9	323.8
Fairbanks Airport - Safety	2,253.9	2,410.7	156.8
Totals	6,878.0	7,358.6	480.6

Adjustments:

Health & Welfare lump sum payment (see below)	69.8
Contingency for miscellaneous adjustments	49.6
Totals for monetary terms bill	600.0

1st half CY 94 wages	2,303.6
2nd half CY 94 wages (estimate)	2,350.0
Total CY 94	4,653.6
H & W lump sum %	0.015
Total lump sum payment	69.8