

SB

180

HFIN

FILE



Official Business

Alaska State Senate

Senate Finance Committee

Sponsor Statement

Mail Stop 3100
State Capitol
Juneau, Alaska 99801-1182

Committee Substitute for Senate Bill 180

“An act implementing pay differentials based on geographic areas for certain employees and for members of the Alaska State Defense Force....”

Committee Substitute for Senate Bill 180 adopts the most recent study to determine geographic differential payments for cost-of-living differences paid to state employees **who are not union members**. This legislation adopts the most current geographic differential report. The current statutory formula has not been updated since June 1976 and unfairly discriminates against some state employees while unfairly benefiting others. All union state employees are already under the new formula based on the most recent 1995 study. A similar change in law was passed by the legislature in 2000. That legislation contained other changes effecting public employees and was vetoed by the governor. This bill does not contain the provisions the governor cited as the reason for his veto of the 2000 bill.

The geographic differential calculation utilizes a percentage above a specific measurement baseline. In Alaska, Anchorage is the only federal measurement of the cost-of-living. Therefore, Anchorage is used as the baseline measurement for determining the cost-of-living in the various Alaska election districts and “out of state” locations. This legislation will affect employees in the executive branch of government in partially exempt service or not covered by union contract, and members of the Alaska State Defense Force whenever they are called to active service.

Committee Substitute for Senate Bill 180 effects employees hired on or after the effective date. Current employees will remain under AS 39.27.020, even if they leave and return to state employment after AS 39.27.021 goes into effect.

Committee Substitute for Senate Bill 180 purposely holds harmless other programs that use these statutory sections for calculation of revenue sharing cost-of-living adjustments. It also makes no change to the current differential applicable to state employees who work in another state.

Committee Substitute for Senate Bill 180 will ensure all new state employees receive fair pay adjustments based on a new fairer cost-of-living analysis.

Fiscal Notes indicate that immediate savings in FY 03 will be approximately \$55,000, increasing to \$370,000 by FY 08.

DD/mjw

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MEMORANDUM

April 5, 2002

SUBJECT: Sectional Summary of CSSB 180(FIN)(efd fld)
(Work Order No. 22-LS0324\S.A)

TO: Senator Dave Donley
Attn: Marilyn Wilson

FROM: Barbara R. Craver 
Legislative Counsel

You have requested a sectional summary of the above-described bill. As a preliminary matter, note that a sectional summary of a bill should not be considered an authoritative interpretation of the bill and the bill itself is the best statement of its contents.

Sec. 1 amends AS 26.05.260(i) to provide that pay for members of the Alaska State Defense Force when on active state service will include the applicable geographic differential. The reference includes both the "old" (AS 39.27.020) and the "new" (AS 39.27.021) schedule.

Secs. 2 and 3 provide that state aid to municipalities will be figured using the "old" geographic pay differential schedule in AS 39.27.020.

Sec. 4 adds a new subsection to AS 39.27.020 to provide that the "old" schedule continues to apply to past or current state employees, even if they return to state employment at some time after AS 39.27.021 goes into effect. The "new" schedule only applies to a person who first begins to work for the state on or after July 1, 2002.

Sec. 5 enacts a new section setting out a "new" schedule of geographic pay differentials. Instead of providing that the pay differentials will be based on pay steps on the salary schedule (as the current AS 39.27.020 does), the new statute provides for percentage increases, except in the case of employees based outside the state. Positions in other states are to be paid at minus six pay steps. Pay differentials for positions in foreign countries are to be established by the director of personnel.

Sec. 6 contains technical amendments, reflecting the enactment of AS 39.27.021 (the new pay differential schedule) and deleting a reference to another statute for a definition of "election district."

Senator Dave Donley
April 5, 2002
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Sec. 7 adds the definition of "election district" found in AS 39.27.020(b) to the definition section of AS 39.27.045.

Secs. 8 and 9 are technical corrections to references changed by this bill.

BRC:med
02-352.med

STATE OF ALASKA
2002 LEGISLATIVE SESSION

BILL NO. CSSB180(FIN)

ANALYSIS CONTINUATION

E.D.	EMPLOYEE COUNT	LOCATION	CURRENT % ABOVE BASE	SB 180 % ABOVE BASE	% CHANGE
1	8	Ketchikan	0%	0%	0%
3	1	Mt Edgecumbe	4%	0%	-4%
3	3	Sitka	3%	0%	-3%
4	365	Juneau	0%	0%	0%
7	15	Palmer	4%	0%	-4%
8	5	Anch Airport	0%	0%	0%
8	442	Anchorage	0%	0%	0%
8	1	Camp Carroll	0%	0%	0%
8	9	Ft Richardson	0%	0%	0%
9	4	Seward	7%	0%	-7%
10	10	Kcnai	7%	0%	-7%
11	8	Kodiak	7%	9%	2%
13	2	Dillingham	27%	27%	0%
14	12	Bethel	31%	38%	7%
16	60	Fairbanks	15%	4%	-11%
17	3	Barrow	36%	42%	6%
17	3	Kotzebue	36%	42%	6%
18	7	Nome	36%	34%	-2%

Sec. 39.27.020. Pay step differentials by election district and in other states.

(a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in AS 39.27.011 :

Election District Pay Steps Above

Basic

Salary Schedule

1 0

2 1

3 1

4 0

5 2

6a (excluding Valdez Duty Station) 4

6b (Valdez Duty Station) 5

7 1

8 0

9 2

10 2

11 2

12 7

13 7

14 8

15a (excluding Nenana Duty Station) 9

15b (Nenana Duty Station) 8

16a (south of Arctic Circle) 4

16b (north of Arctic Circle) 9

17 9

18 9

19 8

In other states minus 6

ec. 39.27.011. Salary schedule.

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of AS 23.40.070 - 23.40.260 (Public Employment Relations Act), and for employees of the legislature under AS 24:

Range	Step	Step	Step	Step	Step	Step	Step
No.	A	B	C	D	E	F	
05	1557	1602	1647	1693	1743	1789	
06	1647	1693	1743	1789	1841	1895	
07	1743	1789	1841	1895	1954	2014	
08	1841	1895	1954	2014	2071	2137	
09	1954	2014	2071	2137	2206	2269	
10	2071	2137	2206	2269	2338	2409	
11	2206	2269	2338	2409	2491	2568	
12	2338	2409	2491	2568	2656	2745	
13	2491	2568	2656	2745	2842	2946	
14	2656	2745	2842	2946	3049	3165	
15	2842	2946	3049	3165	3267	3392	
16	3049	3165	3267	3392	3515	3640	
17	3267	3392	3515	3640	3765	3895	
18	3515	3640	3765	3895	4022	4174	
19	3765	3895	4022	4174	4302	4463	
20	4022	4174	4302	4463	4599	4767	
21	4302	4463	4599	4767	4918	5095	

22 4599 4767 4918 5095 5263 5457

23 4918 5095 5263 5457 5639 5850

24 5263 5457 5639 5850 6048 6253

25 5639 5850 6048 6253 6484 6727

26 5850 6048 6253 6484 6727 6969

27 6048 6253 6484 6727 6969 7234

28 6253 6484 6727 6969 7234 7486

29 6484 6727 6969 7234 7486 7750

30 6727 6969 7234 7486 7750 8023

(b) [Repealed, Sec. 38 ch 3 SLA 1980].

(c) If a state officer or employee is appointed a deputy department head or a division director and, at the time of appointment, the officer or employee is receiving a salary higher than that set for the position to which appointment has been made, the officer or employee is entitled to continue receiving the higher salary. This subsection does not apply to the salary of a person appointed to a position other than a deputy department head or a division director.

(d) The commissioner of administration shall adopt the regulations required under AS 22.05.140 (d), AS 22.07.090 (c), AS 22.10.190 (d), and AS 22.15.220 (e). The regulations relate to the internal management of state agencies and their adoption is not subject to AS 44.62 (Administrative Procedure Act). The regulations shall be published in the Alaska Administrative Register and Code for informational purposes.

(e) Effective July 1, 2001, the amounts set out in the salary schedule contained in (a) of this section are increased by two percent.

(f) Effective July 1, 2002, the amounts set out in the salary schedule contained in (a) of this section, as increased under (e) of this section, are increased by three percent.

(g) [Repealed, Sec. 8 ch 2 TSSLA 2000].

Election District **the State based on the Governor's Pr** **omation of 1961**

Community	1961 District
ADAK	12
AKHIOK	11
AKIACHAK	14
AKIAK	14
AKUTAN	12
ALAKANUK	19
ALATNA	15
ALEKNAGIK	13
ALLAKAKET	15
AMBLER	17
ANAKTUVUK PASS	17
ANCHOR POINT	10
ANCHORAGE	8
ANDERSON VILLAGE	15
ANGOON	3
ANIAK	15
ANVIK	15
ARTIC VILLAGE	16
ATKA	12
ATMAUTLUAK	14
AUKE BAY	4
AURORA LODGE - SALCHA	16
BARROW	17
BEAR CREEK	18
BEAVER	16
BEAVER FALLS	1
BETHEL	14
BETTLES & BETTLES FIELD	15
BIG LAKE	7
BIG MOUNTAIN	13
BIRCH LAKE	16
BOKAN MOUNTAIN	1
BREVIK MISSION	18
BUCKLAND	17
CANTWELL	15
CASCADE	7
CENTRAL	16
CHALKYITSIK	16
CHANDALAR (CHANDLER) CAMP	16
CHENEGA	6
CHEVAK	19
CHICKEN	16
CHIGNIK	12
CHIGNIK LAGOON	12
CHIGNIK LAKE	12
CHITINA	6
CHUATHBALUK	15
CHUGIAK	8
CHULITNA	7
CIRCLE	16
CLARKS POINT	13
CLEAR	15
COFFMAN COVE	1
COLD BAY	12
COLDFOOT CAMP	15
COLLEGE	16
COOPER LANDING	9

Community	1961 District
COPPER CENTER	6
CORDOVA	6
COUNCIL	18
CRAIG	1
CROOKED CREEK	15
CROWN POINT	9
CRYSTAL LAKE MITKOF I	2
DEADHORSE	16
DEERING	17
DELTA JUNCTION	16
DENALI	7
DILLINGHAM	13
DIOMEDE VILLAGE	18
DOT LAKE	16
DOUGLAS	4
DUTCH HARBOR	12
EAGLE	16
EAGLE RIVER	8
EAST FORK	7
EEK	14
EGEGIK	13
EKLUTNA	8
EKWOK	13
ELFIN COVE	5
ELIM	18
EMMONAK	19
ENGLISH BAY	10
ERNESTINE	6
EXCURSION INLET	5
FAIRBANKS	16
FALSE PASS	12
FINGER LAKE	7
FORT YUKON	16
GAKONA	6
GALENA	15
GAMBELL	18
GIRDWOOD	8
GLENNALLEN	6
GOLD STREAM	16
GOLOVIN	18
GOODNEWS BAY	14
GOOSE BAY	7
GRAYLING	15
GULKANA	6
GUSTAVUS	5
HAINES	5
HALIBUT COVE	10
HARDING LAKE	16
HEALY	15
HIDDEN INLET	1
HOLLIS	1
HOLY CROSS	15
HOMER	10
HOONAH	5
HOOPER BAY	19
HOPE	9
HOUSTON	7

Community	1961 District
HUGHES	15
HUSLIA	15
HYDABURG	1
HYDER	1
IGIUGIG	13
ILIAMNA	13
INDIAN RIVER	6
IVANOFF BAY	12
JIM RIVER	15
JONESVILLE	7
JUNEAU	4
KAKE	2
KALSIN BAY	11
KALSKAG	15
KALTAG	15
KARLUK	11
KASAAN	1
KASILOF	10
KENAI	10
KETCHIKAN	1
KIANA	17
KING COVE	12
KING SALMON	13
KIPNUK	14
KITCI BAY	11
KIVALINA	17
KLAWOCK	1
KLUKWAN	5
KOBUK	17
KODIAK	11
KOGGIUNG	13
KOLIGANEK	13
KONGIGANAK	14
KOTLIK	19
KOTZEBUE	17
KOYUK	18
KOYUKUK	15
KUSKOKWIM	14
KWETHLUK	14
KWIGILLINGOK	14
KWIGUK	19
LAKE LOUISE	7
LEVELOCK	13
LITTLE PORT WALTER	2
LIVENGOOD	15
LOWER KALSKAG	15
LUCKY SHOT	7
MACKENZIE POINT	7
MANLEY HOT SPRINGS	15
MANOKOTAK	13
MARSHALL FORTUNA LEDGE	19
MATANUSKA	7
MCGRATH	15
MEKORYUK	14
MENTASTA LAKE	6
METLAKATLA	1
MINTO	15

Community	1961 District
MOOSE PASS	9
MOUNTAIN VILLAGE	19
NAKNEK	13
NANCY	7
NAPAISKAK	14
NAPAKIAK	14
NAUKATI	1
NELCHINA	6
NENANA	15
NEW STUYAHOK	13
NEWTOK	14
NIGHTMUTE	14
NIKISHKA	10
NIKOLAI	15
NIKOLSKI	12
NINILCHIK	10
NOATAK	17
NOME	18
NONDALTON	13
NOORVIK	17
NORTH POLE	16
NORTHWAY	16
NUIQSUT	17
NULATO	15
NUNACHUK	14
NUNAM IQUA (Sheldon Point)	19
NUNAPITCHUK	14
O'BRIAN CREEK	16
OLD HARBOR	11
OUZINKIE	11
PALMER	7
PAXSON	6
PEDRO BAY	13
PEDRO DOME	16
PELICAN	5
PERRYVILLE	12
PETERSBURG	2
PILOT POINT	13
PILOT STATION	19
POINT BAKER	1
POINT HOPE	17
POINT LAY	17
PORT ALEXANDER	2
PORT ALSWORTH	13
PORT GRAHAM	10
PORT HEIDEN	13
PORT LIONS	11
PORT MOLLER	12
PORT PROTECTION	1
POTTER	8
QUARTZ CREEK	9
QUINHAGAK	14
RAINBOW	8
RAMPART	15
RED DEVIL	15
RUBY	15
RUSSELL CREEK	12

Community	1961 District
RUSSIAN MISSION	19
SAG RIVER	16
SAINT GEORGE ISLAND	12
SAINT MARY'S	19
SAINT MICHAEL	18
SAINT PAUL ISLAND	12
SAND POINT	12
SAVOONGA	18
SAXMAN	1
SCAMMON BAY	19
SELAWIK	17
SELDOVIA	10
SEVEN MILE CAMP	16
SEWARD	9
SHAGELUK	15
SHAKTOOLIK	18
SHEEP MOUNTAIN	7
SHISHMAREF	18
SHUNGNAC	17
SILVERTIP	9
SINONA	6
SITKA	3
SKAGWAY	5
SLANA	6
SLEETMUTE	15
SNAKE RIVER BRIS BAY	13
SOLDOTNA	10
SOUTH FORK	16
SOUTH NAKNEK	13
STEBBINS	18
STERLING	10
STONY RIVER	15
SUTTON	7
TAKOTNA	15
TALKEETNA	7
TANACROSS	16
TANANA	15
TATITLEK	6
TAZLINA	6
TELLER	18
TENAKEE SPRINGS	3
TERROR BAY	11
TETLIN JUNCTION	16
THOMPSON PASS	6
THORNE BAY	1
TOGIAK	13
TOK	16
TOKSOOK BAY	14
TRAPPER CREEK	7
TRIMMS CAMP	16
TULUKSAK	14
TUNTULUIAK	14
TUNUNAK	14
TUTKA LAGOON	10
TUXEKAN	1
TYONEK	10
UNALAKLEET	18

Community	1961 District
UNALASKA	12
UYAK-LARSEN BAY	11
VALDEZ	6
VENETIE	16
WALES	18
WASILLA	7
WHITE MOUNTAIN	18
WHITTIER	6
WILLOW	7
WRANGELL	2
YAKUTAT	5

Alaska Court System
Fiscal Analysis
SB180

Location	Title	Number of Positions	Average% Geo-Diff Change	Location Totals
Fairbanks	Area Court Administrator	2	-10.0%	
Fairbanks	Assistant Area Court Administrator	1	-10.0%	
Fairbanks	Assistant Custody Investigator	1	-10.0%	
Fairbanks	Bailiff	3	-10.0%	
Fairbanks	Bailiff Coordinator	1	-10.0%	
Fairbanks	Committing Magistrate	2	-10.0%	
Fairbanks	Computer Technician	1	-10.0%	
Fairbanks	Court Clerk I - V	45	-10.0%	
Fairbanks	Custody Investigator/Counselor II	1	-10.0%	
Fairbanks	Law Clerk I	5	-10.0%	
Fairbanks	Legal Technician I	3	-10.0%	
Fairbanks	Library Assistant I - III	2	-10.0%	
Fairbanks	Rural Court Training Assistant II	1	-10.0%	
Fairbanks	Administrative Assistant I - II	8	-10.0%	
Fairbanks	Standing Master	2	-10.0%	
Fairbanks	Systems Administrator	1	-10.0%	
	Fairbanks Total			79
Nenana	Court Clerk II	1	-8.0%	
	Nenana Total			1
Homer	Court Clerk I - IV	3	-7.0%	
	Homer Total			3
Kenai	Court Clerk I - VI	16	-7.0%	
Kenai	Law Clerk I	2	-7.0%	
Kenai	Magistrate IV	1	-7.0%	
Kenai	Standing Master	1		
Kenai	Administrative Assistant	2	-7.0%	
	Kenai Total			22
Seldovia	Magistrate I	1	-7.0%	
	Seldovia Total			1
Seward	Court Clerk II - III	3	-7.0%	
Seward	Magistrate IV	1	-7.0%	
	Seward Total			4
Valdez	Court Clerk I - III	3	-6.5%	
	Valdez Total			3
Angoon	Magistrate I	1	-3.5%	
	Angoon Total			1
Kake	Court Clerk II	1	-3.5%	
Kake	Magistrate I	1	-3.5%	
	Kake Total			2
Palmer	Court Clerk I - VI	19	-3.5%	
Palmer	Law Clerk I	2	-3.5%	
Palmer	Magistrate IV	1	-3.5%	
Palmer	Administrative Assistant	2	-3.5%	
	Palmer Total			24
Petersburg	Court Clerk II - III	2	-3.5%	
Petersburg	Magistrate III	1	-3.5%	
	Petersburg Total			3

Alaska Court System
Fiscal Analysis
SB180

Location	Title	Number of Positions	Average% Geo-Diff Change	Location Totals
Sitka	Court Clerk II - IV	4	-3.5%	
Sitka	Law Clerk I	1	-3.5%	
Sitka	Magistrate IV	1	-3.5%	
Sitka	Administrative Assistant	1	-3.5%	
		Sitka Total		7
Wrangell	Court Clerk I - III	2	-3.5%	
Wrangell	Magistrate III	1	-3.5%	
		Wrangell Total		3
Cordova	Court Clerk II	2	-3.0%	
Cordova	Magistrate II	1	-3.0%	
		Cordova Total		3
Glennallen	Court Clerk I - III	2	-3.0%	
Glennallen	Magistrate III	1	-3.0%	
		Glennallen Total		3
Haines	Court Clerk I	1	-2.0%	
Haines	Magistrate II	1	-2.0%	
		Haines Total		2
Hoonah	Magistrate II	1	-2.0%	
		Hoonah Total		1
Skagway	Magistrate I	1	-2.0%	
		Skagway Total		1
Yakutat	Magistrate I	1	-2.0%	
		Yakutat Total		1
Aniak	Magistrate II	1	-1.5%	
		Aniak Total		1
Galena	Court Clerk II	1	-1.5%	
Galena	Magistrate II	1	-1.5%	
		Galena Total		2
Healy	Court Clerk III	1	-1.5%	
Healy	Magistrate II	1	-1.5%	
		Healy Total		2
McGrath	Magistrate I	1	-1.5%	
		McGrath Total		1
Chevak/Hooper Bay	Court Clerk I	1	2.0%	
Chevak/Hooper Bay	Magistrate I	1	2.0%	
		Chevak/Hooper Bay Total		2
Delta Junction	Magistrate II	1	2.0%	
Delta Junction	Court Clerk II	1	2.0%	
		Delta Junction Total		2
Emmonak	Magistrate II	1	2.0%	
		Emmonak Total		1
Kodiak	Court Clerk II - V	6	2.0%	
Kodiak	Law Clerk I	1	2.0%	
Kodiak	Magistrate IV	1	2.0%	
Kodiak	Secretary II	1	2.0%	
		Kodiak Total		9

Alaska Court System
Fiscal Analysis
SB180

Location	Title	Number of Positions	Average% Geo-Diff Change	Location Totals
St. Marys	Magistrate II	1	2.0%	
		St. Marys Total		1
Tok	Magistrate II	1	2.0%	
Tok	Court Clerk III	1	2.0%	
		Tok Total		2
Dillingham	Court Clerk II - III	2	2.5%	
Dillingham	Magistrate III	1	2.5%	
Dillingham	Secretary II	1	2.5%	
		Dillingham Total		4
Naknek	Magistrate III	1	2.5%	
		Naknek Total		1
Nome	Court Clerk II - IV	5	2.5%	
Nome	Law Clerk I	1	2.5%	
Nome	Magistrate IV	1	2.5%	
Nome	Secretary II	1	2.5%	
		Nome Total		8
Unalakleet	Magistrate I	1	2.5%	
		Unalakleet Total		1
Unalaska	Court Clerk II - III	2	2.5%	
Unalaska	Magistrate III	1	2.5%	
		Unalaska Total		3
Bethel	Court Clerk II - IV	10	10.0%	
Bethel	Cultural Navigator	1	10.0%	
Bethel	Law Clerk I	2	10.0%	
Bethel	Magistrate IV	1	10.0%	
Bethel	Secretary II	2	10.0%	
		Bethel Total		16
Ambler/Shungnak	Magistrate I	1	10.5%	
		Ambler/Shungnak Total		1
Barrow	Court Clerk II - IV	5	10.5%	
Barrow	Law Clerk I	1	10.5%	
Barrow	Administrative Assistant II	1	10.5%	
Barrow	Magistrate IV	1	10.5%	
		Barrow Total		8
Ft. Yukon	Court Clerk I	1	10.5%	
Ft. Yukon	Magistrate I	1	10.5%	
		Ft. Yukon Total		2
Kotzebue	Court Clerk II - IV	5	10.5%	
Kotzebue	Magistrate IV	1	10.5%	
	Law Clerk I	1	10.5%	
Kotzebue	Secretary II	1	10.5%	
		Kotzebue Total		8
Selawik	Magistrate I	1	10.5%	
		Selawik Total		1

Grand Total All Locations	240
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**Report of Employees Affected by
SB 180, by Election District, Status,
Location, and Class Title**

Prepared by Nicki Neal, Department of Administration
Data effective as of December 15, 2001

Reduction from 1.035 to 0			
Election District	Employee Status	Location	Class Title
3	PX	Sitka	ATTORNEY II
3	PX	Sitka	ATTORNEY IV
3	PX	Sitka	PIONEERS' HOME ADMIN I

Reduction from 1:035 to 0			
Election District	Employee Status	Location	Class Title
3	EX	Mount Edgecumbe	ASST.DIR.INSTRUCTION & HOUSING
3	EX	Mount Edgecumbe	ASST.DIR.INSTRUCTION & HOUSING
3	PX	Mount Edgecumbe	DIVISION DIRECTOR

Reduction from 1:035 to 0

Election District	Employee Status	Location	Class Title
7	PX	Palmer	ATTORNEY I
7	PX	Palmer	ATTORNEY II
7	PX	Palmer	ATTORNEY II
7	PX	Palmer	ATTORNEY II
7	PX	Palmer	ATTORNEY II
7	PX	Palmer	ATTORNEY III
7	PX	Palmer	ATTORNEY III
7	PX	Palmer	ATTORNEY IV
7	PX	Palmer	ATTORNEY IV
7	PX	Palmer	ATTORNEY IV
7	PX	Palmer	ATTORNEY IV
7	PX	Palmer	ATTORNEY IV
7	PX	Palmer	ATTORNEY IV
7	PX	Palmer	ATTORNEY V
7	PX	Palmer	DIVISION DIRECTOR

Reduction from 1:071 to 0			
Election District	Employee Status	Location	Class Title
9	EX	Seward	ASST.DIR.INSTRUCTION & HOUSING
9	EX	Seward	BUSINESS SVCS ADMINISTRATOR
9	PX	Seward	DIVISION DIRECTOR
9	EX	Seward	INSTRUCTORS AIDE II
9	EX	Seward	INSTRUCTORS AIDE II
9	TE	Seward	STUDENT WORKER
9	TE	Seward	STUDENT WORKER
9	TE	Seward	STUDENT WORKER
9	TE	Seward	STUDENT WORKER
9	TE	Seward	STUDENT WORKER
9	TE	Seward	STUDENT WORKER
9	TE	Seward	STUDENT WORKER
9	TE	Seward	STUDENT WORKER

Reduction from 1.071 to 0			
Election District	Employee Status	Location	Class Title
10	PX	Kenai	ASSOC ATTORNEY I
10	PX	Kenai	ATTORNEY II
10	PX	Kenai	ATTORNEY II
10	PX	Kenai	ATTORNEY III
10	PX	Kenai	ATTORNEY III
10	PX	Kenai	ATTORNEY IV
10	PX	Kenai	ATTORNEY IV
10	PX	Kenai	ATTORNEY IV
10	PX	Kenai	ATTORNEY IV
10	PX	Kenai	ATTORNEY V

Increase from 1.071 to 1.09			
Election District	Employee Status	Location	Class Title
11	TE	Kodiak	ALASKA CONSERVATION CORPS
11	PX	Kodiak	ATTORNEY II
11	PX	Kodiak	ATTORNEY IV
11	PX	Kodiak	ATTORNEY V
11	EX	Kodiak	DOCUMENTATION MISSION SPEC
11	EX	Kodiak	KLC ELECTRICAL MAINT SPVR
11	EX	Kodiak	KLC MAINT TECH/PPF
11	EX	Kodiak	KLC MECHANICAL MAINT SPVR

Increase from 1:317 to 1:38			
Election District	Employee Status	Location	Class Title
13	PX	Dillingham	ATTORNEY IV
13	PX	Dillingham	ATTORNEY III

Increase from 1.317 to 1.38			
Election District	Employee Status	Location	Class Title
13	PX	Dillingham	ATTORNEY IV
13	PX	Dillingham	ATTORNEY III

Increase from 1.317 to 1.38			
Election District	Employee Status	Location	Class Title
14	PX	Bethel	ATTORNEY II
14	PX	Bethel	ATTORNEY II
14	PX	Bethel	ATTORNEY II
14	PX	Bethel	ATTORNEY II
14	PX	Bethel	ATTORNEY II
14	PX	Bethel	ATTORNEY II
14	PX	Bethel	ATTORNEY II
14	PX	Bethel	ATTORNEY II
14	PX	Bethel	ATTORNEY III
14	PX	Bethel	ATTORNEY III
14	PX	Bethel	ATTORNEY IV
14	PX	Bethel	ATTORNEY V

16	EX	Fairbanks	DIRECTOR
16	PX	Fairbanks	DIVISION DIRECTOR
16	PX	Fairbanks	DIVISION DIRECTOR
16	TE	Fairbanks	ELECTION CLERK II
16	TE	Fairbanks	ELECTION CLERK II
16	EX	Fairbanks	ELECTION CLERK III
16	EX	Fairbanks	ELECTION SUPERVISOR
16	EX	Fairbanks	OUTREACH ADMINISTRATOR
16	PX	Fairbanks	PIONEERS' HOME ADMIN I
16	EX	Fairbanks	PROJECT REVIEW COORDINATOR
16	EX	Fairbanks	SENIOR RURAL POLICY ADVISOR
16	TE	Fairbanks	STUDENT INTERN
16	TE	Fairbanks	STUDENT INTERN
16	TE	Fairbanks	STUDENT INTERN
16	TE	Fairbanks	STUDENT INTERN
16	TE	Fairbanks	STUDENT INTERN
16	TE	Fairbanks	STUDENT INTERN
16	TE	Fairbanks	STUDENT INTERN
16	TE	Fairbanks	STUDENT INTERN
16	TE	Fairbanks	STUDENT INTERN

Increase from 1:363 to 1:42			
Election District	Employee Status	Location	Class Title
17	PX	Kotzebue	ATTORNEY II
17	PX	Kotzebue	ATTORNEY II
17	PX	Kotzebue	ATTORNEY IV

Increase from: 1.363 to 1.42

Election District	Employee Status	Location	Class Title
17	PX	Barrow	ATTORNEY II
17	PX	Barrow	ATTORNEY III
17	PX	Barrow	ATTORNEY IV

Reduction from 1,363 to 1,347			
Election District	Employee Status	Location	Class Title
18	PX	Nome	ATTORNEY II
18	PX	Nome	ATTORNEY III
18	PX	Nome	ATTORNEY III
18	PX	Nome	ATTORNEY V
18	EX	Nome	ELECTION CLERK III
18	TE	Nome	ELECTION CLERK III
18	EX	Nome	ELECTION SUPERVISOR

Rescinded 5/11/02
Adopted

22-LS0324\R.1
Craver
5/10/02

AMENDMENT 2

Mulder

OFFERED IN THE HOUSE

TO: HCS CSSB 180(FIN), Draft Version "R"

1 Page 2, following line 28:

2 Insert new subsections to read:

3 "(f) The salary of an employee to whom (d) of this section applies shall remain
4 at the amount calculated on July 1, 2002, under AS 39.27.02^d and may not be
5 increased by application of an adjustment to the salary schedules in AS 39.27.011 or a
6 step increase until the application of the adjustment or increase to the salary the
7 employee was receiving on ^{July 1} ~~June 30~~, 2002, calculated under AS 39.27.02^o, equals or
8 exceeds the employee's salary calculated on July 1, 2002, under AS 39.27.02^o.

9 (g) If an employee to whom (d) of this section applies moves to another
10 geographic differential location on or after July 1, 2002, the pay differential in
11 AS 39.27.021 applies to the employee's salary on the effective date of the move."

NOT offered

22-LS0324\B.1
Craver
4/22/02

AMENDMENT |

OFFERED IN THE HOUSE

TO: HCS CSSB 180(STA)

1 Page 2, line 21:

2 Delete "a new subsection"

3 Insert "new subsections"

4

5 Page 2, following line 27:

6 Insert a new subsection to read:

7 "(e) Notwithstanding (d) of this section, the pay step differentials in this
8 section apply to all employees while working in election districts 11, 14, 16c, and 17."

9

10 Page 3, line 9:

11 Delete all material.

12

13 Page 3, line 17:

14 Delete "18"

15 Insert "18."

16

17 Page 3, lines 18 - 20:

18 Delete all material.

22-LS0324R
Craver
5/10/02

adopted

**HOUSE CS FOR CS FOR SENATE BILL NO. 180(FIN)
IN THE LEGISLATURE OF THE STATE OF ALASKA
TWENTY-SECOND LEGISLATURE - SECOND SESSION**

BY THE HOUSE FINANCE COMMITTEE

**Offered:
Referred:**

Sponsor(s): SENATE FINANCE COMMITTEE

A BILL

FOR AN ACT ENTITLED

1 "An Act implementing pay differentials based on geographic areas for certain state
2 employees and for members of the Alaska State Defense Force; relating to cost-of-living
3 differentials for state aid to municipalities."

4 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

5 * Section 1. AS 26.05.260(i) is amended to read:

6 (i) When active state service is authorized by the governor or by the adjutant
7 general as the governor's designee, members of the Alaska State Defense Force are
8 entitled to receive, for each day of active service under AS 26.05.070, pay and
9 allowances as provided in this subsection. Pay is equal to that provided under
10 AS 39.27.011 - 39.27.021 [AS 39.27.011 - 39.27.020] for equivalent assignments of
11 state officials or employees, including adjustments under AS 39.27.025, if applicable.
12 Allowances shall be paid to the same extent, in the same manner, and under the same
13 conditions as provided for state officials and employees under AS 39.20.110 -
14 39.20.170. However, pay or allowances are not authorized for training or community

1 service activities of members of the Alaska State Defense Force.

2 * Sec. 2. AS 29.60.160(a) is amended to read:

3 (a) Payments to a municipality or other eligible recipient under AS 29.60.110
4 - 29.60.130 shall reflect area cost-of-living differentials. Payments shall be based on
5 the sum of per capita, per mile, and per bed or facility grants due each municipality or
6 other recipient multiplied by the appropriate area cost-of-living differential. The area
7 cost-of-living differential for each recipient shall be determined annually by election
8 district under the provisions of AS 39.27.020 and 39.27.030 [AS 39.27.030].
9 Application of the area cost-of-living differential may not result in distribution of an
10 amount less than the amount of the payment determined without reference to
11 application of this section.

12 * Sec. 3. AS 29.60.290(b) is amended to read:

13 (b) The area cost-of-living differential payable to each municipality under this
14 section shall be determined annually by election district under the provisions of
15 AS 39.27.020 and 39.27.030 [AS 39.27.030]. Except as provided in AS 29.60.300,
16 application of the area cost-of-living differential may not result in a payment that is
17 less than the minimum payment determined under (a) of this section. For purposes of
18 this subsection, the election districts used are those designated by the proclamation of
19 reapportionment and redistricting of December 7, 1961, and retained for the house of
20 representatives by proclamation of the governor September 3, 1965.

21 * Sec. 4. AS 39.27.020 is amended by adding new subsections to read:

22 (d) The pay step differentials in this section apply only to a person who has
23 been employed by the state before July 1, 2002, and remains continuously employed
24 by the state in the same geographic differential location.

25 (e) If, but for application of (d) of this section, an employee's salary would
26 have been increased under AS 39.27.021 on July 1, 2002, that employee's salary shall
27 be calculated under AS 39.27.021 so long as the employee remains in the same
28 geographic differential location.

29 * Sec. 5. AS 39.27 is amended by adding a new section to read:

30 **Sec. 39.27.021. Pay differentials by election district and in other states**
31 **and countries.** (a) Except as provided in AS 39.27.020(d), the following pay

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differentials apply on or after July 1, 2002, and are approved as an amendment to the basic salary schedules provided in AS 39.27.011:

Percentage Pay Differential	Geographic Areas (Election Districts)
0	1, 2, 3, 4, 7, 8, 9, and 10
4	16a (Fairbanks South of the Arctic Circle except the duty stations of Tok and Delta Junction)
5	5
9	11
11	6
16	16b (the duty stations of Tok and Delta Junction)
20	15b (the duty station of Nenana)
27	12 and 13
30	15a (Yukon-Kuskokwim except the duty station of Nenana) and 19
34	18
38	14
42	16c (Fort Yukon - North of the Arctic Circle) and 17.

(b) The basic salary schedule set out in AS 39.27.011 is amended for positions in other states to provide that those positions shall be compensated using a pay step differential of minus six pay steps.

(c) The director of the division of personnel shall establish salary differentials for positions in foreign countries. The differentials shall be adjusted annually, effective July 1, to maintain equitable relationships between salaries for positions in foreign countries and salaries for positions in Alaska.

* Sec. 6. AS 39.27.030 is amended to read:

Sec. 39.27.030. Cost-of-living survey. Subject to an appropriation for this purpose, the director shall conduct a survey, at least every five years, to review the pay

1 differentials established in AS 39.27.020 and 39.27.021. The survey may address
2 factors, as determined by the director, that are also relevant in review of state salary
3 schedules, entitlement for beneficiaries of state programs, and payments for state
4 service providers. The survey must reflect the costs of living in various election
5 districts of the state, and Seattle, Washington, by using the cost of living in Anchorage
6 as a base. [IN THIS SECTION, "ELECTION DISTRICT" HAS THE MEANING
7 GIVEN IN AS 39.27.020(b).]

8 * Sec. 7. AS 39.27.045 is amended to read:

9 **Sec. 39.27.045. Definitions [DEFINITION].** In AS 39.27.020 - 39.27.030,

10 (1) "director" means the director of the division of personnel;

11 (2) "election district" means an election district designated in the
12 governor's proclamation of reapportionment and redistricting of December 7,
13 1961.

14 * Sec. 8. AS 39.35.675(d) is amended to read:

15 (d) In this section, "cost-of-living differential" means an adjustment to salary
16 based on the cost of living in the geographic region where the employee works and
17 includes a pay step differential under AS 39.27.020 or a pay differential under
18 AS 39.27.021.

19 * Sec. 9. AS 44.31.020 is amended to read:

20 **Sec. 44.31.020. Duties of department.** The Department of Labor and
21 Workforce Development shall

22 (1) enforce the laws, and adopt regulations under them concerning
23 employer-employee relationships, including the safety, hours of work, wages, and
24 conditions of workers, including children;

25 (2) accumulate, analyze, and report labor statistics;

26 (3) operate systems of workers' compensation and unemployment
27 insurance;

28 (4) gather data reflecting the cost of living in the various election
29 districts of the state upon request of the director of personnel under AS 39.27.030; in
30 this paragraph, "election district" has the meaning given in AS 39.27.045
31 [AS 39.27.020(b)];

- 1 (5) operate the federally funded employment and training programs
- 2 under 29 U.S.C. 1501 - 1792b (Job Training Partnership Act); and
- 3 (6) administer the state's program of adult basic education.

FISCAL NOTE

STATE OF ALASKA
2001 LEGISLATIVE SESSION

BILL NO. HB 5 CSSB 180 (FIN)

Revision Date 4/11/02 ~~3/18/02~~ AMENDED Dept. Affected Alaska Court System
 Title Pay differentials based on geographical areas BRU Alaska Court System
 Component Trial Courts
 Sponsor Senate Finance Committee
 Requester Senate Finance Committee Component Serial No. 768

Expenditures/Revenues

(Thousands of Dollars)

OPERATING EXPENDITURES	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Personal Services	71.1	15.9	(39.3)	(94.5)	(149.7)	(204.9)
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	71.1	15.9	(39.3)	(94.5)	(149.7)	(204.9)

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE

(Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF	71.1	15.9	(39.3)	(94.5)	(149.7)	(204.9)
1005 GF/F program Receipts						
1037 GF/Mental Health						
Other (Specify Type)						
TOTAL	71.1	15.9	(39.3)	(94.5)	(149.7)	(204.9)

Estimate of any current year (FY02) cost: None

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

See attached fiscal analysis.

Prepared by: C. S. Christensen III, Deputy Administrative Director
 Agency: Alaska Court System

Phone: 463-4736
 Date/Time: 4/11/02 9:18:02 12:08 PM

Approved by: Stephanie J. Cole, Administrative Director
 Agency: Alaska Court System

Date: 4/11/02 9:18/02

FISCAL NOTE

STATE OF ALASKA
2002 LEGISLATIVE SESSION

Fiscal Note Number: _____
 Bill Version: HCS CSSB 180(FIN) v.16 amend.
 Publish Date: _____

Revision Date/Time (Note if correction): () _____
 Title "An Act implementing pay differentials based on geographic..."
 Sponsor Senate Finance
 Requester House Finance
 Dept. Affected: All
 BRU All
 Component All
 Component No. All

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Personal Services	*	(39.7)	(71.2)	(92.1)	(112.8)	(133.7)
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	*	(39.7)	(71.2)	(92.1)	(113.1)	(134.0)

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Miscellaneous)	*	(39.7)	(71.2)	(92.1)	(113.1)	(134.0)
TOTAL	*	(39.7)	(71.2)	(92.1)	(113.1)	(134.0)

Estimate of any current year (FY2002) cost: 0.0

Check this box (X) if funding for this bill is included in the Governor's FY 2003 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

There are approximately 125 employees in the executive branch partially exempt, exempt and classified services impacted by this legislation. There is a slightly increased cost in FY 2003 but it is so small it is not included. Cost savings accrue to the state as turnover occurs and new employees are hired under the differential contained in SB 180.

Prepared by: David Stewart
 Division: Division of Personnel
 Approved by: [Signature]
 Agency: Department of Administration

Phone 465-4431
 Date/Time 5/10/02
 Date 5/10/02

FJSCAL NOTE

STATE OF ALASKA
2002 LEGISLATIVE SESSION

BILL NO. HCS CS SB 180(FIN

ANALYSIS CONTINUATION

DEPARTMENT	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08
Admin	13,609	-1,444	-11,315	-17,895	-24,476	-31,056
Law	8,306	-11,564	-24,701	-33,459	-42,217	-50,974
DCED	3,909	3,273	2,848	2,565	2,282	2,000
DOT/PF	-2,546	-4,456	-5,729	-6,577	-7,426	-8,275
E&ED	-3,015	-4,740	-5,802	-6,511	-7,219	-7,928
H&SS	-849	-1,485	-1,910	-2,192	-2,475	-2,758
Nat Res	-1,134	-1,984	-2,551	-2,929	-3,307	-3,685
Gov Off	-10,194	-17,321	-21,989	-25,100	-28,212	-31,324
Total Savings/ Increases	8,087	-39,722	-71,148	-92,099	-113,050	-134,000

Alaska Court System

Fiscal Analysis

CSSB 180 (FNU)

	<u>FY 2003</u>	<u>FY 2004</u>	<u>FY 2005</u>	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>
Geographical Cost of Living Increases	\$126,300	\$126,300	\$126,300	\$126,300	\$126,300	\$126,300
Geographical Cost of Living Decreases <i>(assumed rate of turnover 10% a year)</i>	<u>(55,200)</u>	<u>(110,400)</u>	<u>(165,600)</u>	<u>(220,800)</u>	<u>(276,000)</u>	<u>(331,200)</u>
Estimated Fiscal Impact	<u>\$71,100</u>	<u>\$15,900</u>	<u>(\$39,300)</u>	<u>(\$94,500)</u>	<u>(\$149,700)</u>	<u>(\$204,900)</u>

FISCAL NOTE

STATE OF ALASKA
2002 LEGISLATIVE SESSION

Fiscal Note Number: 3
Bill Version: CS SB 180(FIN)
(S) Publish Date: 3/22/02

Revision Date/Time (Note if correction): ()
Title: "An Act implementing pay differentials based on geographic..."
Sponsor: Senate Finance
Requester: Senate Finance
Dept. Affected: All
BRU: All
Component: All
Component No.: All

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Personal Services	(26.1)	(55.2)	(70.9)	(91.8)	(112.8)	(133.7)
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	(26.1)	(55.2)	(70.9)	(91.8)	(112.8)	(133.7)

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Miscellaneous)	(26.1)	(55.2)	(70.9)	(91.8)	(112.8)	(133.7)
TOTAL	(26.1)	(55.2)	(70.9)	(91.8)	(112.8)	(133.7)

Estimate of any current year (FY 2002) cost: 0.0

Check this box (X) if funding for this bill is included in the Governor's FY 2003 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

There are approximately 958 employees in the executive branch partially exempt, exempt and classified services not in a bargaining unit. Out of these 958 employees, 26 current employees located in Kodiak, Bethel, Barrow and Kotzebue will experience inequity between their salaries and the salaries of newly hired employees.

Prepared by: David Stewart Phone: 465-4431
Division: Division of Personnel Date/Time: 3/20/02
Approved by: Jim Duncan, Commissioner Date: 3/20/2002
Agency: Department of Administration

ANALYSIS CONTINUATION

E.D.	EMPLOYEE COUNT	LOCATION	CURRENT % ABOVE BASE	SB 180 % ABOVE BASE	% CHANGE
1	8	Ketchikan	0%	0%	0%
3	1	Mt Edgecumbe	4%	0%	-4%
3	3	Sitka	3%	0%	-3%
4	3	Juneau	0%	0%	0%
7	15	Palmer	4%	0%	-4%
8	5	Anch Airport	0%	0%	0%
8	442	Anchorage	0%	0%	0%
8	1	Camp Carroll	0%	0%	0%
8	9	Ft Richardson	0%	0%	0%
9	4	Seward	7%	0%	-7%
10	10	Kenai	7%	0%	-7%
11	8	Kodiak	7%	9%	2%
13	2	Dillingham	27%	27%	0%
14	12	Bethel	31%	38%	7%
16	60	Fairbanks	15%	4%	-11%
17	3	Barrow	36%	42%	6%
17	3	Kotzebue	36%	42%	6%
18	7	Nome	36%	34%	-2%

FISCAL NOTE

Fiscal Note Number: 4

STATE OF ALASKA
2001 LEGISLATIVE SESSION

BILL NO. CSSB 180 (FIN)
(S) Publish Date: 3/22/02

Revision Date <u>3/21/02</u> AMENDED	Dept. <u>Alaska Court System</u>
Title <u>Pay differentials based on geographical areas</u>	Affected <u>Alaska Court System</u>
	BRU <u>Alaska Court System</u>
	Component <u>Trial Courts</u>
Sponsor <u>Senate Finance Committee</u>	
Requester <u>Senate Finance Committee</u>	Component Serial No. <u>768</u>

Expenditures/Revenues (Thousands of Dollars)

OPERATING EXPENDITURES	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Personal Services	(28.8)	(70.2)	(111.6)	(153.0)	(194.4)	(235.8)
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	(28.8)	(70.2)	(111.6)	(153.0)	(194.4)	(235.8)

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ()						
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF	(28.8)	(70.2)	(111.6)	(153.0)	(194.4)	(235.8)
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type)						
TOTAL	(28.8)	(70.2)	(111.6)	(153.0)	(194.4)	(235.8)

Estimate of any current year (FY02) cost: None

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: *(Attach a separate page if necessary)*

See attached fiscal analysis.

Prepared by: C. S. Christensen III, Deputy Administrative Director Phone: 463-4736
Agency: Alaska Court System Date/Time: 3/21/02 4:40 PM

Approved by: Stephanie J. Cole, Administrative Director Date: 3/21/02
Agency: Alaska Court System

Alaska Court System
Fiscal Analysis
CSSB 180 (FIN) #4

CSSB 180(FIN)

	<u>FY 2003</u>	<u>FY 2004</u>	<u>FY 2005</u>	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>
Geographical Cost of Living Increases <i>(assumed rate of turnover 10% a year and that replacement employees have no prior 'state' employment)¹</i>	\$12,600	\$ 2,600	\$12,600	\$12,600	\$12,600	\$12,600
Geographical Cost of Living Decreases <i>(assumed rate of turnover 10%, but that approximately 25% of replacement employees have prior 'state' employe</i>	<u>(41,400)</u>	<u>(82,800)</u>	<u>(124,200)</u>	<u>(165,600)</u>	<u>(207,000)</u>	<u>(248,400)</u>
Estimated Fiscal Impact	<u>(\$28,800)</u>	<u>(\$70,200)</u>	<u>(\$111,600)</u>	<u>(\$153,000)</u>	<u>(\$194,400)</u>	<u>(\$235,800)</u>

¹The regions positively impacted by the changed geo-diff amounts are rural locations and have fewer state jobs. For example, employees in Barrow will likely come from the North Slope Borough employers rather than from another state agency.

²Areas facing a reduced geo-diff are primarily urban and the possibility of hiring staff with prior state service is greater