

SB

65

FISCAL NOTE

STATE OF ALASKA
2001 LEGISLATIVE SESSION

Fiscal Note Number: _____
Bill Version: SB 65
() Publish Date: _____

Revision Date/Time (Note if correction): _____ Dept. Affected: Administration
Title: "An act requiring a study of pay equity for state employees." BRU: Centralized Admin Svcs.
Sponsor: Senator Donley Component: Personnel
Requester: S(STA) Component Number: 56

Expenditures/Revenues (Thousands of Dollars)

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

OPERATING EXPENDITURES	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Personal Services						
Travel						
Contractual	50.0	750.0	0.0	0.0	0.0	0.0
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	50.0	750.0	0.0	0.0	0.0	0.0

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	50.0	750.0	0.0	0.0	0.0	0.0
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type)						
TOTAL	50.0	750.0	0.0	0.0	0.0	0.0

Estimate of any current year (FY2001) cost: 0.0

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

The FY 02 costs are estimated for a contracted study to independently review the state's pay formula and its application. If the study reveals (a) source(s) of bias, we estimate a study to cost between \$500,000 to \$750,000.

Prepared by: Dave Stewart Phone 465-4431
Division: Division of Personnel Date/Time 2/12/2001 3:00PM
Approved by: Jim Duncan, Commissioner Date 2/12/01
Agency: Department of Administration

For distribution information, call the Governor's Legislative Office

STATE OF ALASKA

DEPARTMENT OF ADMINISTRATION

DIVISION OF PERSONNEL

SB65

TONY KNOWLES, GOVERNOR

P.O. BOX 110201
JUNEAU, ALASKA 99811-0201
PHONE: (907) 465-4430
FAX: (907) 465-2576

February 7, 2001

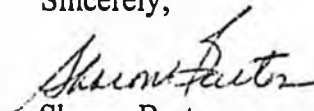
The Honorable Dave Donley
Alaska State Senator
State Capital Room 506
Juneau, AK 99801

Dear Senator Donley:

The Division of Personnel has been exchanging information with Kristie Keele of your staff since we received your solicitation of comments in November 2000. We have enclosed copies of the most recent information provided to Ms. Keele. The issue of inequities in pay between men and women is a long-standing one. While our information indicates that men and women in job classes covered by the State Pay Plan are paid on equal footing, there remain those differences in take-home pay caused by starting point in the range based on education or experience, benefit selections, full-time versus part-time status, leave use and income tax deferral choices.

We commend your intent to protect the State of Alaska from the liabilities associated with an unfair wage system. We look forward to working with you and your staff to design a study to seek flaws and hidden sources of bias in our system. Further, as we explore classification and compensation options that might provide needed pay flexibility while guarding against the injection of predisposition or bias, we invite participation by you or members of your staff.

Sincerely,



Sharon Barton
Director

Attachments:

Female to Males Wages % Based on Random Samplings as of 1/16/01
Gender Pay Equity Points

Cc:

Jim Duncan, Commissioner
David Koivuniemi, Assistant Commissioner

STATE OF ALASKA
FEMALE TO MALE WAGES % BASED ON RANDOM SAMPLINGS AS OF 1/16/01

JOB DESCRIPTION	# FEMALES	# MALES	% FEMALES	% MALES	AVG BASE RATE FEMALES	AVG BASE RATE MALES	FEMALE VS MALE BASE RATE %
BALANCED JOB CLASSES							
Analyst Programmer III	24	25	48.98%	51.02%	4187.740	3972.890	105.41%
Adult Probation Officer II	45	41	52.33%	47.67%	3901.390	4092.120	95.34%
Attorney III	34	31	52.31%	47.69%	5125.330	5331.810	96.13%
Planner III	15	16	48.39%	51.61%	4520.200	4542.940	99.50%
Research Analyst III	12	8	60.00%	40.00%	4148.480	4087.250	101.50%
AVERAGE	130	121	51.79%	48.21%	4376.628	4405.402	99.57%

FEMALE DOMINATED JOB CLASSES

Accountant III	32	16	66.67%	33.33%	4101.020	4179.550	98.12%
Administrative Clerk III	459	41	91.80%	8.20%	2429.540	2416.100	100.56%
Administrative Assistant	133	13	91.10%	8.90%	2935.780	2935.920	100.00%
Accounting Clerk II	78	20	79.59%	20.41%	2348.890	2275.410	103.23%
Certified Nurse Aide	275	32	89.58%	10.42%	2273.168	2278.844	99.75%
Child Support Officer	72	23	75.79%	24.21%	2859.952	2797.391	102.24%
Paralegal Assistant II	41	2	95.35%	4.65%	3842.610	3263.000	117.76%
Personnel Specialist I	28	3	90.32%	9.68%	3456.509	3672.333	94.12%
Public Health Nurse III	55	1	98.21%	1.79%	4998.545	4176.000	119.70%
Recorder II	20	4	83.33%	16.67%	2700.682	2534.500	106.56%
Secretary	63	4	94.03%	5.97%	2663.060	2333.000	114.15%
AVERAGE	1256	159	88.76%	11.24%	3146.341	2987.459	105.11%

MALE DOMINATED JOB CLASSES

Able Seaman	6	61	8.96%	91.04%	2965.337	3023.826	98.07%
Engineering Associate	3	42	6.67%	93.33%	5412.667	5546.476	97.59%
Oiler	1	39	2.50%	97.50%	3175.900	2998.567	105.91%
Seargent PS	3	48	5.88%	94.12%	6133.000	5774.667	106.21%
Analyst Programmer IV	31	76	28.97%	71.03%	4919.870	4781.680	102.89%
Correctional Officer II	97	408	19.21%	80.79%	3685.110	3732.840	98.72%
Fish & Wildlife Tech III	51	103	33.12%	66.88%	2704.110	2646.600	102.17%
Fisheries Biologist II	23	72	24.21%	75.79%	3789.510	3798.240	99.77%
Psych Nurse Assistant III	12	37	24.49%	75.51%	2432.170	2631.300	92.43%
AVERAGE	227	886	20.40%	79.60%	3913.080	3881.577	100.42%

TOTAL AVERAGES	1613	1166	58.04%	41.96%	3668.425	3592.930	102.10%
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Gender Pay Equity Points

Base wages paid to state workers in a state job class are the same for men and women.

- Differences in wage rates are permitted only for length of service, geographic location and/or point of entry into the pay plan based on training and experience.
- Differences based on other criteria are prohibited by law, regulation and collective bargaining language.

Based on a variety of reasons, reported earnings vary between men and women.

Choices such as benefit selection, full-time versus part-time elections, paid and unpaid leave use and income tax deferral choices are examples of factors that create differences in earnings between men and women.

There is a difference in the average reported earnings for men and women.

A difference in reported earnings based on gender does not constitute an illegal or discriminatory disparity in wages paid. Research supports the difference, but does not support a determination of discriminatory practice.

SENATOR DAVE DONLEY

ALASKA STATE LEGISLATURE

MEMORANDUM

To: Senator Therriault, Chair of Senate State Affairs

From: Senator Dave Donley **TD**

Date: February 7, 2001

Re: Senate Bill 65

I request that Senate Bill 65 "An Act requiring a study to determine if gender is a determinant in state employee compensation" be scheduled for a hearing at your earliest convenience.

SB 65 requires the Department of Administration to conduct a survey that will help us determine whether state employees are being paid based on the value of the work they perform, not based on whether they are men or women.

It is time the State of Alaska took steps to guarantee we are not only in compliance with federal law, but that we are promoting fairness in the workplace.

Thank you in advance for your consideration of this request. If you or your staff should have any questions, please contact myself at 465-3892 or Kristie Keele of my staff at 269-0234.

Dd/kk

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SENATOR DAVE DONLEY

ALASKA STATE LEGISLATURE

SPONSOR STATEMENT SENATE BILL 65

"An Act requiring a study to determine if gender is a determinant in state employee compensation."

SB 65 requires the State of Alaska to conduct a study to determine if gender is a determinant in state employee compensation. The State of Alaska has never performed a pay equity study. SB 65 provides a mechanism to bring the state into compliance with federal law and to put an end to any wage-based sex discrimination in state employment. If two workers do the same or similar job, it is illegal under federal law to pay each different wages based solely on their sex. Unfortunately, there is research showing that wage disparities between the sexes exists in Alaska state government today. We know that on average Alaskan women working for the state are being paid less than men. What we don't know is why. Only a pay equity study can answer that question. Only a pay equity study can determine whether the pay discrepancies are legal or illegal.

State employees should be paid based on the value of the work they perform, not based on whether they are men or women. If two jobs require a high school diploma, a year of experience, and have comparable hazards and responsibilities, both jobs should be paid equally.

Passage of SB 65 is, in itself, the right thing to do. But for those who are concerned about the costs to the state in achieving pay equity, there is another reason to support SB 65. Failure to address this situation could expose the state to expensive, time-consuming and divisive litigation.

Alaska should learn from mistakes that have been made in other states. In Washington, legislators ignored evidence that women in state government were paid less than men and refused to enact legislation to correct this injustice. After years of litigation, Washington state employees achieved pay equity through court action. The ultimate cost to the state was much higher than it would have been if the legislature had dealt with the problem.

Other states have been successful in voluntarily dealing with the problem of women being paid less than men for equal work. The approach used by other states, and set out in SB 65, is to first identify if there are instances in which the state is illegally paying women less than men. If the study finds such instances, then the state can to develop phased strategies to eliminate such sex discrimination.

SB 65 promotes fairness in the workplace and recognizes the valuable work that is being performed by the men and women in our state government. In the long run, the passage of SB 65 could save the state a great deal of money.

DD/kk

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SENATOR DAVE DONLEY

ALASKA STATE LEGISLATURE

SECTIONAL ANALYSIS Senate Bill 65 (Pay Equity) (02/08/01)

“An Act requiring a study to determine if gender is a determinant in state employee compensation.”

Section 1. Requires the Department of Administration to conduct a study to determine whether gender is a determinant in setting compensation for state employees. It also sets a time limit for the study to completed of January 15, 2003.

Rationale: It is currently illegal under federal law to pay two workers who do the same or similar job different wages based solely on their sex. It is a well documented fact that there are wage disparities, based on sex, in Alaska state government. This legislation will require the state to identify instances in which we are illegally paying women less than men so that we may develop phased strategies to eliminate sex discrimination and provides a time frame for completing the study.

Failure to enact this legislation will leave the state vulnerable to expensive, time-consuming and divisive litigation.

DD/kk

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SENATOR DAVE DONLEY

ALASKA STATE LEGISLATURE

Pay Equity Legislation Information

The last Pay Equity study for Alaska (Alaska Economic Trends – The Gender Gap in Earnings) was published in 1999 using data from 1997.

Below are excerpts from several other reports.

According to *Pay Equity: The Minnesota Experience*, a 1994 publication of the Legislative Commission on the Economic Status of Women in St. Paul, "Minnesota's experience shows that pay equity can be implemented smoothly and at a reasonable cost. Minnesota's Pay Equity Coordinator makes available to all state and local governments computer software specifically designed to facilitate examination of pay practices, estimate underpayment of female job classes and calculate results for several different compliance measures.

In Minnesota, the cost was only 3.7 percent of the state's payroll budget over a four-year period--less than one percent of the budget each year. In Washington State, pay equity was achieved at a cost of 2.6 percent of the state's personnel costs and was implemented over an eight-year period. Voluntary implementation of pay equity is cost effective, while court-ordered pay equity adjustments can lead to greater costs. Discrimination is costly and illegal.

Pay equity is a growing national movement building on the progress made in the 1980s, when twenty states made some adjustments of payrolls to correct for sex or race bias. (Seven of these states successfully completed full implementation of a pay equity plan. Twenty-four states including Washington, DC conducted studies to determine if sex was a wage determinant. Four states examined their compensation systems to correct race bias, as well.)

The twenty states identified by the National Committee on Pay Equity as states with Fair Pay/Pay Equity for State Employees are: California, Connecticut, Florida, Hawaii, Illinois, Iowa, Maine, Massachusetts, Michigan, Minnesota, New Jersey, New Mexico, New York, Oregon, Pennsylvania, Rhode Island, South Dakota, Vermont, Washington, and Wisconsin. Of these, according to the Institute for Women's Policy Research, Hawaii, Pennsylvania, Florida, and South Dakota do not consider their adjustments to have been motivated by pay equity. In Maine, New Mexico, Oregon, and Vermont pay equity was only one motivation for reform.

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In the last 2-3 years, bills have been introduced in over 25 legislatures. On the federal level, the Fair Pay Act has been introduced in the U.S. House of Representatives by Delegate Eleanor Holmes-Norton, and in the U.S. Senate by Senator Tom Harkin. The Fair Pay Act would expand the Equal Pay Act's protections against wage discrimination to workers in equivalent jobs with similar skills and responsibilities, even if the jobs are not identical. In addition, the Paycheck Fairness Act has been introduced in the U.S. Senate by Senator Tom Daschle and in the U.S. House by Representative Rosa DeLauro. The Paycheck Fairness Act would amend the Equal Pay Act and the Civil Rights Act of 1964 to provide more effective remedies to workers who are not being paid equal wages for doing equal work.

The Gender Gap in Earnings

by Jeff Hadland
Economist

Females earned 65 cents for every dollar males earned in 1997

Women in Alaska earn less than men, on average. In 1997 Alaska females had wage and salary earnings only 65 percent as much as Alaska males, earning \$19,070 versus average male earnings of \$29,339. (See Exhibit 1.) Females make up 47 percent of total workers. They earned less than males in every geographic area of the state, in every major industry, in every age group, and most occupations.

improvement. This trend did not continue into 1997. The overall income and worker percentages for male and female workers remained relatively stable from 1995 to 1997 despite a strong economy, low unemployment and an increase in employment opportunities. Although the percentage of workers that were female increased slightly and females kept a slightly greater percentage of total earnings, average earnings for females declined in both absolute and relative terms from 1995 to 1997.

(Continued on page 6)

Why is there a discrepancy in earnings? Within the same occupation, annual earnings differentials between the sexes may be the result of differences in training and experience, likelihood of seeking full-time versus part-time work, and even discrimination. None of these factors can be quantified or measured at this time and are not examined in this report. What we do know is that the average number of calendar quarters worked for males and females is virtually identical—3.24 quarters for males, 3.25 quarters for females.

Some females may improve their earnings by training for or searching for jobs in higher paying occupations currently dominated by males. Of course, career decisions must be made while considering the overall job outlook, number of positions currently filled and an assessment of the job seeker's ability.

Alaska's gender gap unchanged from 1995

From 1990 to 1995, Alaska's gender gap narrowed from to 61.2% to 65.6%, a significant

Employment and Earnings By gender, 1990-1997



		1990	1995	1997
Employment Distribution (Percent)	Male	52.7	53.0	52.8
	Female	47.3	47.0	47.2
Total Wage Distribution (Percent)	Male	64.5	63.3	63.2
	Female	35.5	36.7	36.8
Average Annual Earnings	Male	\$27,655	\$29,261	\$29,339
	Female	16,934	19,182	19,070
	All Workers	22,580	24,527	24,490
Ratio Female to Male Avg. Wage		61.2	65.6	65.0

2 Top 50 Male Occupations in 1997

Workers, wages and gender earnings ratio

	Male Workers	Female Workers	Percent Female	Average Income		Female Earnings as % of Male
				Male	Female	
Manual Occupations, N.E.C.	4,999	1,140	18.6%	\$11,050	\$6,548	59.3%
Carpenters	4,387	172	3.8	21,330	9,376	44.0
Construction Laborers	4,141	435	9.5	16,035	10,670	66.5
Janitors & Cleaners	3,779	2,039	35.0	13,634	11,224	82.3
Cannery Workers, incl. Seafood Processing	3,147	1,756	35.8	9,573	7,400	77.3
Sales Clerks	2,706	6,340	70.1	11,821	8,466	71.6
General Office Occup.	2,639	10,222	79.5	16,652	15,498	93.1
Freight, Stock, & Material Movers, N.E.C.	2,311	24C	9.4	19,731	18,764	95.1
Stock Handlers & Baggers	2,159	675	23.8	13,414	7,109	53.0
Electricians	1,822	73	3.9	39,148	25,012	63.9
Operating Engineers	1,814	62	3.3	39,308	29,293	74.5
General Managers & Other Top Executives	1,806	1,061	37.0	72,104	34,879	48.4
Truck Drivers, Light	1,790	270	13.1	21,178	10,118	47.8
Automobile Mechanics	1,719	31	1.8	26,752	14,981	56.0
Misc. Food & Beverage Preparation Occup.	1,705	1,248	42.3	8,582	11,280	131.4
Truck Drivers, Heavy	1,702	75	4.2	30,253	24,466	80.9
Combined Food Prep & Service, Fast Food	1,589	1,585	49.9	4,419	4,333	98.1
Mechanics & Repairers, N.E.C.	1,544	170	9.9	28,298	19,536	69.0
Maintenance Repairers, General Utility	1,537	111	6.7	26,131	16,025	61.3
Guards & Police, Except Public Service	1,532	341	18.2	21,214	15,782	74.4
Management Related Occup., N.E.C.	1,387	1,775	56.1	51,815	28,046	54.1
Airplane Pilots & Navigators	1,370	61	4.3	51,004	31,830	62.4
Cashiers	1,365	3,147	69.7	12,776	10,861	85.0
Plumbers, Pipefitters & Steamfitters	1,362	34	2.4	37,435	21,094	56.3
Stock & Inventory Clerks	1,321	759	36.5	22,580	15,173	67.2
Elementary School Teachers	1,292	3,451	72.8	37,908	35,765	94.3
Sheriffs, Bailiffs, & Other Law Officers	1,258	207	14.1	43,094	35,143	81.5
Heavy Equipment Mechanics	1,242	12	1.0	44,023	33,479	76.0
Engineers, N.E.C.	1,239	301	19.5	63,280	34,073	53.8
Kitchen Workers, Food Preparation	1,211	1,329	52.3	10,777	10,129	94.0
Cooks, Restaurant	1,123	394	26.0	12,909	9,262	71.7
Salespersons, N.E.C.	1,036	1,277	55.2	24,376	12,396	50.9
Officials & Administrators, Other, N.E.C.	1,029	723	41.3	54,906	39,798	72.5
Secondary School Teachers	996	1,411	58.6	39,410	32,912	83.5
Supervisor, Retail Sales	974	858	46.8	35,186	23,136	65.8
Bus Drivers	968	572	37.1	14,660	12,229	83.4
Postsecondary Teachers	947	830	46.7	29,174	18,695	64.1
Walters & Waitresses	943	3,691	79.7	9,303	8,107	87.1
Stevedores	937	91	8.9	17,284	10,138	58.7
Sailors and Deckhands	913	97	9.6	17,865	10,672	59.7
Civil Engineers	909	131	12.6	55,214	38,686	70.1
Adult Education & Other Teachers, N.E.C.	905	1,896	67.7	15,141	14,032	92.7
Social Workers	862	1,923	69.0	28,816	24,495	85.0
Misc. Material Moving Equipment Operators	849	27	3.1	43,068	20,399	47.4
Misc. Plant Or Systems Operators	847	54	6.0	87,251	81,125	93.0
Garage & Service Station Related Occup.	844	77	8.4	10,921	7,380	67.6
Supervisor, Mechanics & Repairers	793	42	5.0	56,759	41,292	72.7
Supervisor, Food & Beverage Prep. & Service	768	732	48.8	27,131	18,687	68.9
Attendants, Amusement & Recreation Facilities	763	968	55.9	7,385	5,909	80.0
Police & Detectives, Public Service	739	100	11.9	45,825	39,924	87.1
Communications Equipment Repairers	739	64	8.0	50,121	39,864	79.5
Welders & Cutters	736	14	1.9	34,408	23,510	68.3

Top 50 Female Occupations in 1997 Workers, wages and gender earnings ratio

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Shading shows jobs with female/male earnings ratios above 100% or below 50%.

	Male		Percent Female	Average Income		Female Earnings as % of Male
	Workers	Workers		Male	Female	
General Office Occupations	2,639	10,222	79.9%	\$16,652	\$15,498	93.1%
Sales Clerks	2,706	6,340	70.1	11,821	8,466	71.6
Secretaries	258	4,218	94.2	22,835	22,834	100.2
Bookkeepers & Accounting & Auditing Clerks	674	4,005	85.6	27,131	22,187	81.8
Waiters & Waitresses	943	3,691	79.7	9,303	8,107	87.1
Elementary School Teachers	1,292	3,451	72.8	37,908	35,765	94.3
Teacher Aides	699	3,323	82.6	10,194	11,455	112.4
Cashiers	1,365	3,147	69.7	12,776	10,861	85.0
Registered Nurses	259	3,039	92.1	39,182	34,560	88.2
Receptionists	224	2,790	92.6	15,104	14,365	95.1
Maids & Housemen	484	2,131	81.5	12,212	9,437	77.3
Janitors & Cleaners	3,779	2,039	35.0	13,634	11,224	82.3
Child Care Workers, except private household	290	2,000	87.3	9,486	7,757	81.8
Social Workers	862	1,923	69.0	28,816	24,495	85.0
Adult Education & Other Teachers, N.E.C.	905	1,896	67.7	15,141	14,032	92.7
Management Related Occup., N.E.C.	1,387	1,775	56.1	51,815	28,046	54.1
Cannery Workers, Incl. Seafood Processing	3,147	1,756	35.8	9,573	7,400	77.3
Admin. Support Occup, Including Clerical	457	1,727	79.1	17,773	20,925	117.7
Combined Food Prep & Service, Fast Food	1,589	1,585	49.9	4,419	4,333	98.1
Nursing Aides, Orderlies, & Attendants	382	1,527	80.0	19,949	16,402	82.2
Reservation Agents & Ticket Clerks	344	1,488	81.2	19,026	17,533	92.2
Secondary School Teachers	996	1,411	58.6	39,410	32,912	83.5
Food Counter, Fountain & Related Occup.	664	1,357	67.1	7,292	6,165	84.5
Kitchen Workers, Food Preparation	1,211	1,329	52.3	10,777	10,129	94.0
Counter Clerks	730	1,280	63.7	13,685	9,912	72.4
Salespersons, N.E.C.	1,036	1,277	55.2	24,376	12,396	50.9
Misc. Food & Beverage Preparation Occup.	1,705	1,248	42.3	8,582	11,280	131.4
Manager, Administrative Services	647	1,247	65.8	53,438	32,367	60.6
Bartenders	522	1,220	70.0	13,023	10,449	80.2
Manual Occupations, N.E.C.	4,999	1,140	18.6	11,050	6,548	59.3
Administrative Assistants & Officers	280	1,138	80.3	35,771	24,661	68.9
General Managers & Other Top Executives	1,806	1,061	37.0	72,104	34,879	48.4
Bank Tellers	88	1,017	92.0	13,277	13,538	102.0
Health Aides, except Nursing	177	975	84.6	21,138	20,118	95.2
Attendants, Amusement & Recreation Facilities	763	968	55.9	7,385	5,909	80.0
Accountants & Auditors	511	935	64.7	46,770	38,056	81.4
Record Clerks, N.E.C.	163	860	84.1	18,687	13,653	73.1
Supervisor; Sales, Retail	974	858	46.8	35,186	23,136	65.8
Teachers, Special Education	215	847	79.8	45,847	41,943	91.5
Postsecondary Teachers	947	830	46.7	29,174	18,695	64.1
Stock & Inventory Clerks	1,321	759	36.5	22,580	15,173	67.2
Supervisor, Food & Beverage Prep. & Service	768	732	48.8	27,131	18,687	68.9
Officials & Administrators, Other, N.E.C.	1,029	723	41.3	54,906	39,798	72.5
Cooks, Institution & Cafeteria	440	715	61.9	23,811	13,504	56.7
Teachers, except Postsecondary	302	706	70.0	31,273	26,364	84.3
Hairdressers & Cosmetologists	31	684	95.7	13,164	11,763	89.4
Stock Handlers & Baggers	2,159	675	23.8	13,414	7,109	53.0
Personal Service Occupations, N.E.C.	354	672	65.5	14,859	12,786	86.0
Billing Clerks	54	661	92.4	24,364	22,970	94.3
Dental Assistants	25	630	96.2	20,348	18,429	90.6
Supervisor, General Office Occupations	215	628	74.5	43,713	30,842	70.6
Information Clerks, N.E.C.	185	623	77.1	26,267	20,413	77.7

Source: Alaska Department of Labor, Research and Analysis Section

STATE OF ALASKA
FEMALE TO MALE WAGES % BASED ON RANDOM SAMPLINGS AS OF 1/16/01

JOB DESCRIPTION	# FEMALES	# MALES	% FEMALES	% MALES	AVG BASE RATE		FEMALE VS MALE BASE RATE %
					FEMALES	MALES	

BALANCED JOB CLASSES

Analyst Programmer III	24	25	48.98%	51.02%	4187.740	3972.890	105.41%
Adult Probation Officer II	45	41	52.33%	47.67%	3901.390	4092.120	95.34%
Attorney III	34	31	52.31%	47.69%	5125.330	5331.810	96.13%
Planner III	15	16	48.39%	51.61%	4520.200	4542.940	99.50%
Research Analyst III	12	8	60.00%	40.00%	4148.480	4087.250	101.50%
AVERAGE	130	121	51.79%	48.21%	4376.628	4405.402	99.57%

FEMALE DOMINATED JOB CLASSES

Accountant III	32	16	66.67%	33.33%	4101.020	4179.550	98.12%
Administrative Clerk III	459	41	91.80%	8.20%	2429.540	2416.100	100.56%
Administrative Assistant	133	13	91.10%	8.90%	2935.780	2935.920	100.00%
Accounting Clerk II	78	20	79.59%	20.41%	2348.890	2275.410	103.23%
Certified Nurse Aide	275	32	89.58%	10.42%	2273.168	2278.844	99.75%
Child Support Officer	72	23	75.79%	24.21%	2859.952	2797.391	102.24%
Paralegal Assistant II	41	2	95.35%	4.65%	3842.610	3263.000	117.76%
Personnel Specialist I	28	3	90.32%	9.68%	3456.509	3672.333	94.12%
Public Health Nurse III	55	1	98.21%	1.79%	4993.545	4176.000	119.70%
Recorder II	20	4	83.33%	16.67%	2700.682	2534.500	106.50%
Secretary	63	4	94.03%	5.97%	2663.060	2333.000	114.15%
AVERAGE	1256	159	88.76%	11.24%	3146.341	2987.459	105.11%

MALE DOMINATED JOB CLASSES

Able Seaman	6	61	8.96%	91.04%	2965.387	3023.826	98.07%
Engineering Associate	3	42	6.67%	93.33%	5412.667	5546.476	97.59%
Oiler	1	39	2.50%	97.50%	3175.900	2998.567	105.91%
Seargent PS	3	48	5.88%	94.12%	6133.000	5774.667	106.21%
Analyst Programmer IV	31	76	28.97%	71.03%	4919.870	4781.680	102.89%
Correctional Officer II	97	408	19.21%	80.79%	3685.110	3732.840	98.72%
Fish & Wildlife Tech III	51	103	33.12%	66.88%	2704.110	2646.600	102.17%
Fisheries Biologist II	23	72	24.21%	75.79%	3789.510	3798.240	99.77%
Psych Nurse Assistant III	12	37	24.49%	75.51%	2432.170	2631.300	92.43%
AVERAGE	227	886	20.40%	79.60%	3913.080	3881.577	100.42%

TOTAL AVERAGES	1613	1166	58.04%	41.96%	3668.425	3592.930	102.10%
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Subject: Senators: Women Should Get Equitable Pay

Date: Tue, 05 Feb 2001 17:31:09 -0900

From: Laura Achee <Laura_Achee@legis.state.ak.us>

Organization: Alaska State Legislature

To: staff <lsnclaa+staff@legis.state.ak.us>, senators <lsnclaa+senators@legis.state.ak.us>, media <lsnclaa+media@legis.state.ak.us>, people <lsnclaa+people@legis.state.ak.us>

Alaska State Legislature

Senator Dave Donley
District J

For Immediate Release: Feb. 6, 2001
Contact: Senator Dave Donley, (907) 465-3892
Senator Robin Taylor, (907) 465-3873

Senators: Women Should Get Equitable Pay

(JUNEAU) - Senator Dave Donley (R-Anchorage) and Senator Robin Taylor (R-Wrangell) recently introduced legislation that would ensure men and women receive equal pay for equal work in state jobs.

"If two workers perform the same or similar jobs, it is illegal under federal law to pay them different wages based solely on their sex," said Donley. "Although the State of Alaska has never done a study of pay equity, there is research showing existing wage disparities between the sexes in our state government. We know that Alaska women working for the state are being paid less than their male counterparts."

Senate Bill 65 addresses this inequity, providing a mechanism to bring the state into compliance with federal law, and putting an end to wage-based sex discrimination in state employment. The bill requires the Department of Administration to identify instances in which the state is illegally paying women less than men. When these disparities in pay are identified, the state will be able to develop phased strategies to eliminate sex discrimination.

"We should pass SB 65 because paying all of our workers fairly is the right thing to do," said Donley. "But we should also pass it because illegal pay structures can expose the state to expensive, time-consuming and divisive litigation. Legislators in Washington chose to ignore this problem in their state government and ultimately paid much more than it would have cost to equalize worker pay in the first place."

Donley has previously introduced legislation on this subject and hopes this proposal will meet with success.

SB 65 was referred first to the Senate State Affairs Committee.

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Comments from Senator Donley are available on the Majority Actuality Line at 800-478-6540

-ADN
11/16/00

Women making slow progress in wages, politics

By GENARO C. ARMAS
The Associated Press

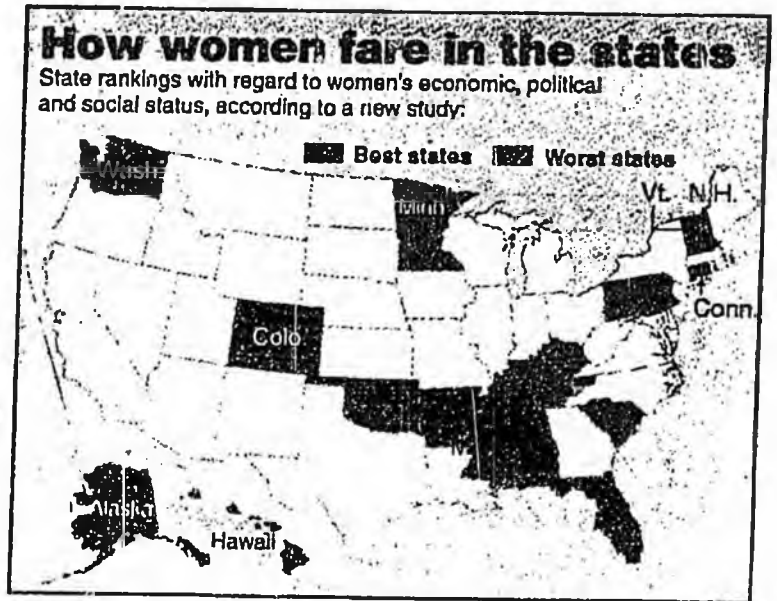
WASHINGTON — Gains in education and income and an increased presence in politics helped women boost their economic and social status in recent years, especially in New England and the West, a new study says.

Yet even states rated highly in the new report must progress for women to gain equality with men, said Heidi Hartmann, president of the non-profit Institute for Women's Policy Research.

"Overall we have found that American women are on a slow and uneven road to equality," Hartmann said in releasing the report Wednesday.

The Institute is an advocacy group for

See Back Page, WOMEN



Source: Institute for Women's Policy Research, Associated Press. Research/PAT CARR, Knight-Ridder/Tribune

WOMEN: Alaska ranks in top third of states

Continued from Page A-1

women's issues, including abortion rights. The report is its third since 1996. Created to stimulate debate on women's issues, it rates the 50 states and the District of Columbia on women's rights and equality, based on various economic and social indicators. Alaska was rated in the top third of all U.S. states in this category. The states were not ranked relative to one another.

The Institute is affiliated with George Washington University in Washington.

The report was part of a larger educational program funded primarily by the Ford Foundation, with donations from Motorola Corp., the Minnesota Women's Foundation and the Wallace Alexander Gerbode Foundation.

The rankings are based on women's status in political participation, employ-

ment and earnings, economic autonomy, reproductive rights and health and well-being.

A summary in the report noted that Connecticut, Vermont and Washington ranked in the top 10 in at least three of the categories, while Mississippi, Alabama and Tennessee ranked in the bottom 10 in at least three categories.

Mississippi, for example, ranked 51st in terms of women's reproductive rights and 49th in economic autonomy, which included factors such as the percentage of women with health insurance and the percentage of female-owned businesses.

"It's not a satisfactory situation," said Marianne Hill, senior economist for Mississippi's Center for Policy Research and Planning. "The key is to get more women in leadership roles, not just in government, but in the business world and edu-

cation."

One of the indicators rated states on an "Employment and Earnings Composite Index," accounting for women's earnings, the wage gap with men, women's representation in managerial and professional jobs, and women's participation in the labor force.

Wyoming had the lowest ratio: 63 cents for every dollar earned by a man. The District of Columbia's 86 cents was the smallest earnings gap. Ann Scheidler, assistant director of the Chicago-based Pro-Life Action League, objected to the report's rankings on reproductive rights.

"They would rank someone way up at the top as long as abortion is readily available to everybody," Scheidler said. "Anybody who fulfills their qualifications for 'Number One' would be put at the bottom of the list for us."

ADN 3-9-97

Alaska's gender pay gap widens

By MIKE HINMAN
Daily News reporter

Women in Alaska, on average, earned 65 cents for every \$1 that men earned in 1997, the latest year for which data is available, according to a new state study.

AT WORK The earnings gender gap for women closed from 61.2 cents to 65.6 cents per dollar of male pay in the first half of the 1990s, but the gap widened by nearly a penny from 1995 to 1997.

The study compared Permanent Fund dividend applications with wage records

Please see Page F-4, PAY

Gender income comparison in Alaska

Women's earnings as a percent of men's by industry



Source: Alaska Department of Labor

RON ENGSTROM / Anchorage Daily News

PAY: Study shows Alaska gender gap is widening

Continued from Page F-1

and broke down a variety of industries and occupations by gender, then averaged what men and women make.

But the study didn't delve into what causes the wage difference.

"We really didn't go into depth," said Jeff Hadland, the state economist who wrote the report. "We didn't have the time."

Several different factors could be causing the earnings discrepancy, including education, number of hours worked, leaving the work force to raise children, the kinds of jobs in which women predominate, or overt and covert discrimination, Hadland said.

"I'd call (the study) an overview," he said.

The state report counts anyone who worked at any time during the year, whether the person worked on a part-time, seasonal basis or in a full-time, year-round job, Hadland said. Comparable data with other states is not available, he said.

A similar ongoing national study by the Institute for Women's Policy Research studied the earnings of year-round, full-time working women. Alaska ranked 44th among the 50 states and the District of Columbia in women-to-men earnings ratio. The national average was 72.3 percent; Alaska trailed at 66.3 percent.

Not all the news from the Women's Policy Research is bad. Alaska ranks fourth in the nation in the percentage of employed women who are in managerial or professional positions, 34.9 percent, according to the Institute.

The same study indicates that Alaska is about 6 percentage points above the national average for women in the labor force. Alaska ranks sixth at 66.4 percent.

The state report had the pay gap smallest in government and education fields while the largest gap for females is in carpentry, light truck driving and private management, according to the report.

The report notes how women domi-

nate some job occupations and men others. The occupations that were at least 95 percent male included electricians, mechanics, carpenters, welders and airplane pilots/navigation.

Females dominated the dental-assistant and hairdresser fields.

Women made more than men in a few jobs. These were secretaries, bank tellers and teacher's aides. Females in food and drink preparation jobs made nearly a third more than men in the same job, the biggest gap found in favor of women.

The area around Denali National Park showed the largest discrepancy in income, with women making just 38 percent of what men made, according to the report.

The Dillingham area was closest to income equality, with women making 99.7 percent of the average male income.

Reporter Mike Hinman can be reached at mhinman@adn.com.

Wage gap is widening for women

THE ASSOCIATED PRESS

ANCHORAGE - Alaska women earned 65 cents for every dollar that men earned in 1997, according to a new state study of wages.

The earnings gap for women closed from 61.2 cents to 65.6 cents per dollar of male pay in the first half of the 1990s, but widened again by 1997, the last year for which figures are available. The study compared all workers across the employment spectrum, not pay rates for comparable jobs.

However in Juneau, women earned 77.2 percent as much as men, one of the highest female-to-male earning ratios in the state, according to the study. The high percentage of government jobs in the capital city contributes to the narrower earnings gap.

Several factors could be causing the statewide earnings dis-

crepancy, including education, number of hours worked, leaving the work force to raise children, the kinds of jobs women get, or overt and covert discrimination, said Jeff Hadland, an economist with the state Department of Labor.

The report counted anyone who worked at any time during the year. Comparable data for other states is not available.

A national study by the Institute for Women's Policy Research found year-round, full-time working women in Alaska made 66.3 percent of men's earnings.

Alaska ranked 44th among the 50 states and the District of Columbia in women-to-men earnings ratio. The national average was 72.3 percent. But Alaska ranked fourth in the percentage of em-

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Wage gap...

Continued from Page 1

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