

SB

152



Official Business

ALASKA STATE LEGISLATURE

SENATOR THOMAS H. WAGONER

- Chair, Senate Resources Committee
- Vice-Chair, Senate State Affairs Committee
- Member, Community & Regional Affairs
- Member, Legislative Council
- Member, World Trade

Session: January - May
State Capitol, #427
Juneau, AK 99801
Phone: 907-465-2828 Fax: 907-465-4779

Interim: May - December
145 Main Street Loop; Suite 226
Kenai, AK 99611
Phone: 907-283-7996 Fax 907--283-8127

March 24, 2005

MEMORANDUM

To: Senator Gene Therriault, Chair
Senate State Affairs Committee

From: Senator Tom Wagoner

Subject: SB 152 - APPROP: COST-OF-LIVING SURVEY

I would like to request a hearing for SB 152 in the Senate State Affairs Committee at your earliest convenience.

The Cost of Living Survey in AS 39.27.030 is supposed to be updated at least every five years, but the most recent one done is 1983. The reason for this stretch of time since the last survey is lack of funding. SB 152 would provide the funds necessary to conduct this survey.

If you should have any questions on this, please contact Amy Seitz, x3421.

Thank you.



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Sponsor Statement Senate Bill 152

AS 39.27.030 states that a cost of living survey should be conducted at least every five years to review the pay differentials set in statute, AS 39.27.020. The last time a cost of living survey was conducted under this statute was in 1983, more than 20 years ago. It is important to determine if the cost of living in various communities around the state has changed over this twenty-year period. Factors involving access to consumer goods, changing economic conditions in a community and employment growth and opportunities have most likely impacted cost of living conditions around the state.

Currently, statutes provide an adjustment to salary schedules for exempt and partially exempt employees based upon where these employees work and reside. Classified employees receive similar adjustments based on negotiated provisions of the various Collective Bargaining Agreements (CBA). However, since CBA's are negotiated once every three years, the geographic pay differential rates can have significant variations between the statutory pay and those contained in the CBA's. It is in the best interest of the State of Alaska that similarly situated public employees be paid at the same rate as classified employees. The only means to accomplish a more level playing field in employee salaries is to conduct a new cost of living survey based upon current cost around the state.

Senate Bill 152 would appropriate the funds necessary to move forward on a cost of living survey. This study of wage rates and cost of living comparisons is important for establishing compensation amounts for public employees. Over time, some differentials have changed to reflect the change in cost of living, while state statutes remain unchanged since there has not been an update on the Cost of Living survey. The recent School District Cost Study highlights that a cost of living study should be done soon to ensure that the geographic pay differential provided to public employees is up to date.

RESOLUTION ON SENATE BILL 152
GEOGRAPHIC PAY DIFFERENTIAL

WHEREAS, a "cost of living survey" is required to be done under state law once every five years and that survey must reflect the costs of living in various election districts of the state using Anchorage as the base (see A.S. 39.27.030); and,

WHEREAS, this cost of living survey is the basis upon which geographic pay differential is determined for collective bargaining agreements and for state statutes which provide pay differential for non-unionized public employees; and,

WHEREAS, the last cost of living survey was conducted 20 years ago when commerce did not include internet access and transportation and delivery of goods required less air travel; and,

WHEREAS, in 1986 in the face of the oil price crash, unionized state employees agreed to reduce the geographic pay differential contained within the collective bargaining agreements and that non-unionized state employees did not make the same adjustments; and,

WHEREAS, the cost of living in rural Alaska continues to increase compared to the cost of living in metropolitan areas; and,

WHEREAS, performing a cost of living survey is contingent upon the legislature appropriating the funding for the study;

THEREFORE BE IT RESOLVED that the Bush Community Committee of ASEA/AFSCME Local 52, AFL-CIO, calls upon the Alaska State Legislature and the Governor to move forward on a cost of living survey within the state of Alaska to determine the true and fair cost differentials of living in rural Alaska as compared to living in the Anchorage area.

Submitted by:

ASEA/AFSCME Local 52 Bush Community Committee, March 24, 2005

AMENDMENT

OFFERED IN THE SENATE
TO: SB 152

BY SENATOR WAGONER

- 1 Page 1, line 7:
- 2 Delete "in accordance with AS 39.27.030"
- 3 Insert "by using the cost of living in Anchorage as a base relative to the cost of living
- 4 in the various election districts of the state and the greater Puget Sound area of Washington"



Alaskans Working For Alaska!

1577 C Street, Suite 201, Anchorage, Alaska 99501 • Phone (907)277-5200 • Fax (907)277-5206

E-mail: aseahq@afscmelocal52.org • Website: www.afscmelocal52.org

March 24, 2005

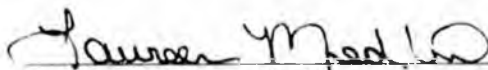
Senator Gene Therriault, Chairman
Senate State Affairs Committee
Alaska State Legislature
Juneau AK 99801

RE: SENATE BILL 152


Dear Senator Therriault:

The Bush Community Committee of ASEA/AFSCME Local 52, AFL-CIO, hereby submits a resolution adopted at its March 24, 2005, meeting. The committee voted unanimously in favor of passage of Senate Bill 152 and urges the Senate State Affairs Committee to act expeditiously on this bill.

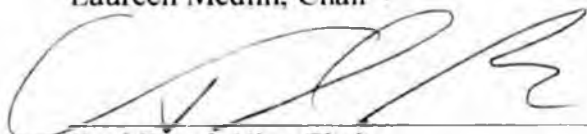
Respectfully submitted,



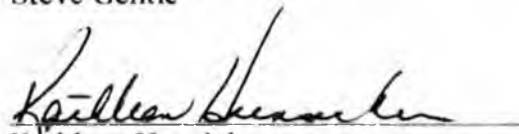
Lauren Medlin, Chair



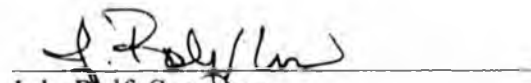
Steve Gentle



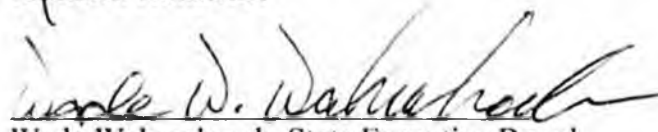
Toni Bocci, Vice Chair



Kathleen Hunsicker



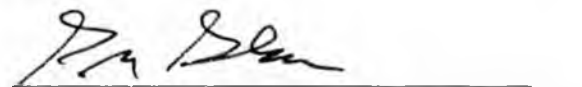
July Rblf, Secretary



Wade Wahrenbrock, State Executive Board
Liaison



Mike Gardner



Gordon Glaser, President, ASEA/AFSCME
Local 52, AFL-CIO

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 differentials established in AS 39.27.020. The survey may address factors, as determined by the director, that are also relevant in review of state salary schedules, entitlement for beneficiaries of state programs, and payments for state service providers. The survey must reflect the costs of living in various election districts of the state, and Seattle, Washington, by using the cost of living in Anchorage as a base. In this section, "election district" has the meaning given in AS 39.27.020(b). (§ 1 ch 226 SLA 1970; am §§ 1, 2, 4 ch 42 SLA 1971; am § 12 ch 4 FSSLA 1996; am § 86 ch 21 SLA 2000)

Cross references. — For gathering data reflecting the cost of living in various election districts, see AS 44.31.020(4).

The 2000 amendment, effective April 28, 2000, added the last sentence.

Effect of amendments. — The 1996 amendment, effective July 1, 1996, rewrote this section.

Editor's notes. — Under § 45, ch. 4, FSSLA 1996, the provisions of that act, which amended this section, are not severable, notwithstanding AS 01.10.030.

Sec. 39.27.035. Preparation and submission of pay schedules. [Repealed, § 20 ch 4 FSSLA 1996.]

Sec. 39.27.040. University salary survey. [Repealed, § 20 ch 4 FSSLA 1996.]

Sec. 39.27.045. Definition. In AS 39.27.020 — 39.27.030, "director" means the director of the division of personnel. (§ 1 ch 226 SLA 1970; am § 13 ch 4 FSSLA 1996)

Effect of amendments. — The 1996 amendment, effective July 1, 1996, made section reference substitutions.

Chapter 28. Equal Employment Opportunity Program.

Section

- 10. Administration of equal employment opportunity program
- 20. Powers and duties of the director of personnel regarding the administration of the equal employment opportunity program
- 30. Administrative regulations

Section

- 40. Affirmative action plan
- 50. Compliance with affirmative action plan
- 60. Employment discrimination complaints
- 70. Retaliation prohibited
- 80. Access to confidential records
- 200. Definitions

Cross references. — For transitions' provisions relating to the 1995 transfer of the Office of Equal Employment Opportunity from the Department of Administration to the Office of the Governor, see § 4, E.O. 91, in the Executive Orders pamphlet. For transitional provisions relating to the 2003 transfer of the

equal employment opportunity program from the Office of the Governor to the Department of Administration, see § 5, E.O. 104, in the Executive Orders pamphlet.

Effective dates. — Section 6, E.O. 104 (2003) makes this chapter effective March 23, 2003

Sec. 39.28.010. Administration of equal employment opportunity program. The director of personnel shall administer the equal employment opportunity program for the executive branch of state government to assure compliance with this chapter. (E.O. No. 104 § 2 (2003))

Sec. 39.28.020. Powers and duties of the director of personnel regarding the administration of the equal employment opportunity program. (a) The director of the division of personnel shall

- (1) assist state officials to carry out their equal employment opportunity responsibilities, including promoting the recruitment, employment, training, and retention of members of protected classes, and recommend solutions to any problems identified.

Geographic Pay Differential Comparisons

Area	GGU - % basis	State (Step Basis)	3.75% Multiplier % conversion
Outside Anchorage	-13	-6	-22.5
Ketchikan	0	0	0
Wrangell	0	1	3.75
Sitka	0	1	3.75
Juneau	0	0	0
Skagway/Haines	5	2	7.5
Valdez	11	5	18.75
Cordova/Glenallen	11	4	15
Palmer/Wasilla	0	1	3.75
Anchorage	0	0	0
Kenai	0	2	7.5
Kodiak	9	2	7.5
Aleutians	27	7	26.25
Bristol Bay	27	7	26.25
Bethel	38	8	30
Aniak, McGrath, Galena	30	9	33.75
Nenana	20	4	15
Fairbanks	4	4	15
Big D & Tok	16	4	15
Fort Yukon (above)	42	9	33.75
Barrow, Kot	42	9	33.75
Nome	34	9	33.75
Wade Hampton	30	8	30

**RESOLUTION ON SENATE BILL 152
GEOGRAPHIC PAY DIFFERENTIAL**

WHEREAS, a "cost of living survey" is required to be done under state law once every five years and that survey must reflect the costs of living in various election districts of the state using Anchorage as the base (see A.S. 39.27.030); and,

WHEREAS, this cost of living survey is the basis upon which geographic pay differential is determined for collective bargaining agreements and for state statutes which provide pay differential for non-unionized public employees; and,

WHEREAS, the last cost of living survey was conducted 20 years ago when commerce did not include internet access and transportation and delivery of goods required less air travel; and,

WHEREAS, in 1986 in the face of the oil price crash, unionized state employees agreed to reduce the geographic pay differential contained within the collective bargaining agreements and that non-unionized state employees did not make the same adjustments; and,

WHEREAS, the cost of living in rural Alaska continues to increase compared to the cost of living in metropolitan areas; and,

WHEREAS, performing a cost of living survey is contingent upon the legislature appropriating the funding for the study;

THEREFORE BE IT RESOLVED that the Bush Community Committee of ASEA/AFSCME Local 52, AFL-CIO, calls upon the Alaska State Legislature and the Governor to move forward on a cost of living survey within the state of Alaska to determine the true and fair cost differentials of living in rural Alaska as compared to living in the Anchorage area.

Submitted by:

ASEA/AFSCME Local 52 Bush Community Committee, March 24, 2005

SENATE BILL NO. 152

IN THE LEGISLATURE OF THE STATE OF ALASKA

TWENTY-FOURTH LEGISLATURE - FIRST SESSION

BY SENATOR WAGONER

Introduced: 3/24/05

Referred: State Affairs, Finance

Funding Information:	General Fund	\$500,000
	Other Funds	-0-
	Total	\$500,000

A BILL

FOR AN ACT ENTITLED

1 "An Act making a special appropriation for a survey to review pay differentials; and
 2 providing for an effective date."

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

4 * Section 1. SURVEY OF PAY DIFFERENTIALS. The sum of \$500,000 is appropriated
 5 from the general fund to the Department of Administration, division of personnel, for the
 6 fiscal year ending June 30, 2006, for a survey to review pay differentials established in
 7 AS 39.27.020 in accordance with AS 39.27.030.

8 * Sec. 2. This Act takes effect July 1, 2005.

ending deadline = due date

INTERIM

COLLECTIVE BARGAINING AGREEMENT

between the

**ALASKA STATE EMPLOYEES ASSOCIATION,
AMERICAN FEDERATION OF STATE, COUNTY
AND
MUNICIPAL EMPLOYEES
LOCAL 52, AFL-CIO**

and the

**STATE OF ALASKA
covering the
GENERAL GOVERNMENT BARGAINING UNIT**

July 2004 through June 30, 2007

GGU 2004-2007 INTERIM Agreement

- B. Effective July 1, 2002, longevity increment step J of the schedule provided in Sections 21.01.A and B shall be increased by four tenths of one percent (.4%) and steps K, L and M shall be adjusted to provide an increment between longevity steps of three and three-quarters percent (3.75%). The increment between longevity steps of three and three-quarters percent (3.75%) shall be maintained for subsequent wage adjustments.
- C. Effective December 1, 2002, the wage schedules referenced above shall be increased by an additional three percent (3%).

21.03 Geographic Differential. ¹ The following pay step differentials are approved as an amendment to the basic pay plan provided in Section 21.01.

Illustrative Place Names & Duty Stations	House Election Districts	% Above/Below Basic Pay Plan
Ketchikan, Prince of Wales	1	0
Wrangell, Petersburg	2	0
Sitka	3	0
Juneau	4	0
Skagway, Haines, Yakutat	5	5
Valdez, Cordova, Glennallen	6	11
Palmer, Wasilla	7	0
Anchorage	8	0
Seward	9	0
Kenai, Cook Inlet	10	0
Kodiak	11	9
Aleutian Islands	12	27
Bristol Bay	13	27
Belhel	14	38
Nenana Duty Station	15b	20
Aniak, McGrath, Galena	15a	30
Fairbanks	16a	4
Delta Junction, Tok	16b	16
Fort Yukon (above Arctic Circle)	16c	42
Barrow, Kotzebue	17	42
Nome	18	34
Wade Hampton	19	30
Outside Alaska Seattle		-13

The Election Districts used are those designated by the Proclamation of Reapportionment Redistricting of December 7, 1981, and retained for the House of Representatives by proclamation of the Governor on September 2, 1985. Employees on frozen geographic differential pay due to prior changes in geographic differential shall, except in the case of a demotion, be frozen for so long as they remain in their current differential area or until wage increases or changes in the employee's position result in the employee receiving a higher wage than the frozen amount. In the case of a demotion, the employee's geographic differential rate shall remain frozen at the differential rate in effect on the date of demotion.

21.04 Swing and Graveyard Shift Differentials. ¹

- A. All bargaining unit members who work a "swing" shift which starts between 12 noon and 7:59 p.m. are entitled to a 3.75 percent increase over their basic salary as established by this Article for all hours worked in each such shift.
- B. All bargaining unit members who work a "graveyard" shift which starts between 8 p.m. and 5:59 a.m. are entitled to a 7.5 percent increase over their basic salary as established by this Article for all hours so worked in each such shift.
- C. All bargaining unit members who are assigned to work a shift originally assigned to another member shall be paid the appropriate shift differential which the other member would have been paid.

¹ The Temporary Agreement language was not implemented in the 2004-2007 Letter of Agreement for this Article. This is the current language of the 2003-2004 Agreement.



Collective Bargaining Agreement

between

Alaska State Employees Association
AFSCME Local 52, AFL-CIO

and the

State of Alaska

covering

General Government Unit Employees

July 1, 2000 through June 30, 2003



in subsection C.

- G. Bargaining unit members may continue to utilize options available under the State of Alaska Deferred Compensation Plan as a means to provide supplemental retirement income and or defer income and corollary tax deductions until a later date.

21.02 Wage Adjustments.

- A. Effective January 1, 2002, the wage schedules provided in Section 21.01.A and B shall be increased by two percent (2%).
- B. Effective July 1, 2002, longevity increment step J of the schedule provided in Section 21.01.A and B shall be increased by four tenths of one percent (.4%) and steps K, L and M shall be adjusted to provide an increment between longevity steps of three and three quarters percent (3.75%). The increment between longevity steps of three and three quarters percent (3.75%) shall be maintained for subsequent wage adjustments.
- C. Effective December 1, 2002, the wage schedules referenced above shall be increased by an additional three percent (3%).

21.03 Geographic Differential. The following pay stop differentials are approved as an amendment to the basic pay plan provided in Section 21.01.

Illustrative Place Names & Duty Stations	House Election Districts	% Above/Below Basic Pay Plan
Ketchikan, Prince of Wales	1	0
Wrangell, Petersburg	2	0
Sitka	3	0
Juneau	4	0
Skagway, Haines, Yakutat	5	5
Valdez, Cordova, Glennallen	6	11
Palmer, Wasilla	7	0
Anchorage	8	0
Seward	9	0
Kenai, Cook Inlet	10	0
Kodiak	11	9
Aleutian Islands	12	27
Bristol Bay	13	27
Bethel	14	38
Nenana Duty Station	15b	20
Aniak, McGrath, Galena	15a	30
Fairbanks	16a	4
Delta Junction, Tok	16b	16
Fort Yukon (above Arctic Circle)	16c	42
Barrow, Kotzebue	17	42
Nome	18	34
Wade Hampton	19	30
Outside Alaska Seattle		-13

The Election Districts used are those designated by the Proclamation of Reapportionment/Redistricting of December 7, 1961, and retained for the House of Representatives by proclamation of the Governor on September 2, 1965. Employees on frozen geographic differential pay due to prior changes in geographic differential shall, except in the case of a demotion, be frozen for so long as they remain in their current differential area or until wage increases or changes in the employee's position result in the employee receiving a higher wage than the frozen amount. In the case of a demotion, the employee's geographic differential rate shall remain frozen at the differential rate in effect on the date of demotion.

through 49. It is agreed that the rate of two dollars and twenty-five cents (\$2.25) per day shall remain in effect for those employees stationed outside Alaska.

Further, subsistence will be converted to an hourly rate and added to the employee's hourly rate as determined by Sections 13.02 and 13.04. The conversion shall be as follows:

	daily rate
x (times)	steps due district
x (times)	7
/ (divided by)	37.5.

The Election Districts used below are those designated by the Proclamation of Reapportionment Redistricting of December 7, 1961, and retained for the House of Representatives by proclamation of the Governor September 3, 1965.

Illustrative Place Name	House Elections Districts	Steps Above Pay Plan
Ketchikan	1	0
Prince of Wales	1	1
Wrangell-Petersburg	2	1
Sitka	3	1
Juneau	4	0
Icy Strait-Lynn Canal	5	2
Yakutat	5	4
Cordova	6(a)	4
Valdez	6(b)	5
Palmer-Wasilla	7	1
Cascade ¹	7(a)	2
Anchorage	8	0
Seward	9	2
Kenai-Cook Inlet	10	2
Kodiak	11	3
Aleutian Islands	12	8
Bristol Bay	13	8
Bethel	14	8
Yukon-Kuskokwim ²	15(a)	9
Nenana-Cantwell-Healy-Livengood-Manley	15(b)	7
Fairbanks (South of Arctic Circle)	16(a)	4
Eagle, Chicken, Circle, 40 Mile, Tok, Delta, Trimmis Camp, Northway	16(b)	5
Fort Yukon (North of Arctic Circle)	16(c)	9
Barrow-Kobuk	17	9
Nome	18	8
Wade-Hampton	19	8
Outside Alaska		- 4

- (1) It is agreed that Talkeetna, Chulitna and Willow shall be considered to be in District 7(a) for subsistence purposes.
- (2) It is agreed that Seven Mile Camp shall be considered to be in District 15(a) for subsistence purposes.

13.06 - PREMIUM PAY

- A. OVERTIME.** An employee shall be paid overtime for all work in excess of eight (8) hours of work in any one day and forty (40) hours of work in any one (1) week, at one and one-half (1.5) times the basic rate of pay.

For all work performed on the employee's first or second scheduled day off, one and one-half (1.5) times the basic rate of pay shall be allowed. However, for all work on the seventh consecutive day of work, two (2) times the basic rate of pay shall be allowed.

For purposes of clarification it is agreed that the employee's first scheduled day off begins twenty-four (24) hours following the scheduled start time of the employee's last shift of work for that workweek and the employee's second day off begins forty-eight (48) hours following the scheduled start of the employee's last shift of work for that workweek. An employee shall receive two (2) times the basic rate of pay for all hours of work performed between the forty-eighth (48th) hour described herein and the start of the employee's next regularly scheduled shift, provided the employee is working a standard workweek of five (5) consecutive days followed by two (2) days off and the employee worked on the employee's first scheduled day off.

Overtime shall not be compulsory (except in dire emergency) and shall be distributed as evenly as possible among those employees desiring to work the overtime. Overtime and holiday pay shall not be pyramided or duplicated. Hours paid at an overtime rate shall only be credited once in the calculation of hours in the workweek for overtime purposes.

- B. Holiday Pay.** All work performed on holidays shall be paid at one and one-half (1.5) times the basic rate of pay in addition to holiday pay. Overtime and holiday pay shall not be pyramided or duplicated. Hours paid at an overtime rate shall only be credited once in the calculation of hours in the workweek for overtime purposes.
- C. Shift Differential.** All bargaining unit members who work a swing shift beginning between 11 a.m. and 7:59 p.m. are entitled to 3.75 percent of the employee's base hourly rate for each hour worked on that daily shift.

All bargaining unit members who work a graveyard shift beginning between 8 p.m. and 5:59 a.m. are entitled to 7.50 percent of the employee's base hourly rate for each hour worked on that daily shift.

For the purposes of this section, the starting time of the employee's regular shift, excluding overtime hours, shall determine eligibility for shift differential. All hours worked from the beginning of the employee's regular shift until the starting time of the employee's following regular shift shall be paid shift differential at the same differential rate including those hours worked on the employee's regular scheduled days off.

- D. Hazard Pay.** Employees who are required to work under dangerous conditions shall receive hazard pay of 7.5 percent in four (4) hour increments so worked. Dangerous conditions shall be defined as:

39.25.010. Any change in job class allocation shall be effective the pay period following receipt of the arbitrator's award.

3. No more than one (1) request may be submitted for a position in any 12 month period unless substantial changes in duties have occurred.
4. The time frames contained herein may be altered by mutual agreement of the parties.

13.04 - SERVICE BONUS

Two service bonus steps, labeled Step C and Step D, shall be added to the wage scale provided in Section 13.02. An employee with seven (7) years of continuous probationary/permanent service with the Employer who has been at Step B of his or her current wage group for at least two (2) years shall be paid at Step C commencing on the first day of the pay period following the fulfillment of the service requirement.

An employee with nine (9) years of continuous probationary/permanent service with the Employer who has been at Step C of his or her current wage group for at least two (2) years shall be paid at Step D commencing on the first day of the pay period following the fulfillment of the service requirement.

The movement from Step B to C, from Step C to D, and from Step D to E shall be extended one month for each 23 working days of leave without pay in a leave year.

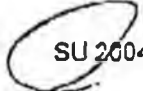
A percentage based service bonus system is adopted. The percentages shall be three percent (3%) above Step B for Step C; three percent (3%) above Step C for Step D and beginning July 1, 2002, a new Step E three percent (3%) above Step D for employees who have been employed by the State of Alaska for 15 or more years and have been in Step D for at least two (2) years.

Following are the wage rates for Steps C, D and E:

	<u>7/1/99 - 6/30/01</u>		<u>7/1/01 - 6/30/02</u>		<u>7/1/02 - 6/30/03</u>		
	<u>Step C</u>	<u>Step D</u>	<u>Step C</u>	<u>Step D</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Wage Group 49	20.60	20.46	20.18	30.06	30.06	30.96	31.89
Wage Group 50	26.90	27.71	27.44	28.26	28.26	29.11	29.98
Wage Group 51	25.50	26.27	26.02	26.80	26.80	27.60	28.43
Wage Group 52	24.12	24.84	24.61	25.35	25.35	26.11	26.83
Wage Group 53	22.67	23.35	23.12	23.81	23.81	24.52	25.26
Wage Group 54	21.27	21.91	21.69	22.34	22.34	23.01	23.70
Wage Group 55	20.07	20.67	20.48	21.09	21.09	21.72	22.37
Wage Group 56	18.89	19.46	19.27	19.85	19.85	20.45	21.06
Wage Group 57	17.79	18.32	18.15	18.69	18.69	19.25	19.83
Wage Group 58	16.72	17.22	17.05	17.56	17.56	18.09	18.63
Wage Group 59	15.88	16.34	16.18	16.67	16.67	17.17	17.69
Wage Group 60	14.55	14.89	14.84	15.29	15.29	15.75	16.22
Wage Group 61	12.73	13.11	12.99	13.38	13.33	13.78	14.19

13.05 - SUBSISTENCE

Subsistence shall be calculated as a daily rate according to geographic location and only at permanent work locations at two dollars and thirty-eight cents (\$2.38) per day times step due district for eligible employees in Wage Groups 61 through 56 and two dollars and fifty-three cents (\$2.53) per day times step due district for those eligible employees in Wage Groups 55



SU 2004-2007 Master Agreement

<u>Illustrative Place Names and Duty Stations</u>	<u>House Election Districts</u>	<u>Percentage Above Basic Pay Plan</u>
Ketchikan	1	
Wrangell/Petersburg	2	
Sitka	3	
Juneau	4	
Haines/Skagway/Yakutat	5	5.0%
Cordova/Valdez/Glennallen	6	1.0%
Palmer/Wasilla	7	
Anchorage	8	
Seward	9	
Kenai/Cook Inlet	10	
Kodiak	11	9.0%
Aleutian Island	12	27.0%
Bristol Bay	13	27.0%
Bethel	14	38.0%
Yukon/Kuskokwim	15A	30.0%
Nenana	15B	20.0%
Fairbanks	16A	4.0%
(South of Arctic Circle)		
Delta (Duty Station)	16B	16.0%
Tok (Duty Station)	16B	16.0%
Fort Yukon	16C	42.0%
(North of Arctic Circle)		
Barrow/Kobuk	17	42.0%
Nome	18	34.0%
Wade-Hampton	19	30.0%
Seattle/Tacoma		-13.0%

The Election Districts used are those designated by the Proclamation of Reapportionment Redistricting of December 7, 1961, and retained for the House of Representatives by proclamation of the Governor on September 2, 1975.

- A. In those instances where a geographic differential was lowered effective January 1, 1987, the salaries of affected Bargaining Unit Members except in the case of a demotion, will be frozen for so long as they remain in their current geographic differential area, or until salary increases or changes in the Bargaining Unit Member's position result in the member receiving a higher salary than the frozen amount. In the case of a demotion, the member's geographic differential will be frozen at the rate in effect prior to implementation of the study.
- B. In the event AS 39.27.020 "Pay step differentials by election district and in other states" is amended, modified or abolished, the provisions of AS 39.27 regarding pay step differentials as so amended, modified or abolished will replace Article 24.3 Geographic Differentials on the effective date of the changes with the following exceptions.

In those instances in which the geographic differential of a current Bargaining Unit Member is lowered by incorporation of the provisions of AS 39.27 under this section, the salaries of affected Bargaining Unit Members (except in cases of demotion) will be frozen for the life of the Agreement so long as they remain in their current geographic differential area, or until salary increases or changes in the Bargaining Unit Member's position result in the Member