

HB

379

<TARGET><BILL>HB 379</BILL><SUBJECT>HB
379</SUBJECT><COMM>HF IN 29</COMM></TARGET>

4/24/16

(11)

Date Referred to Committee: April 18, 2016

FURTHER REFERRALS:

Date of Committee Action: 4.23.2016

Rules

The FINANCE Committee considered:

HB 379

HOUSE BILL NO. 379

"An Act eliminating pay step increases and pay increments for certain state employees; relating to collective bargaining agreements entered into by the state; and providing for an effective date."

HB 379-STATE EMPLOYEE & OFFICER COMPENSATION

Recommends it be replaced with [] HCS or [X] CS for HB 379 (FIN)
 For Senate Bills with new title: [] Technical Title [] New Title: HCR _____ [] Same Title [X] New Title

- [] attach amendments
- [] add new referral to _____ Committee
- [] Letter of Intent _____ Committee

List of Abbrev for Depts.:
 ADM
 AJS
 CED
 COR
 EED
 DEC
 DFG
 GOV
 DHS
 LWF
 LAW
 LEG
 MVA
 DNR
 DPS
 REV
 DOT
 UA

NEW FISCAL NOTES				
*FN# is assigned by Chief Clerk's Office				
*FN#	List by Dept(s):	Fiscal	Indet.	Zero
1	LEG/VARIOUS	X		
	AJS/VARIOUS	X		
	GOV/VARIOUS	X		
	ADM		X	

PREVIOUS FISCAL NOTES				
FN#	List by Dept(s):	Fiscal	Indet.	Zero

(4) (4) (3)

Signing with recommendations		Printed Last Name	DP	DNP	NR	AM
		SADDLER	X			
		GATTIS	X			
		WARE		X		
Jammie Wilson		Wilson	X			
Boye Edgman		Edgman		X		
		Munoz			X	
Chair:		Neuman	X			
Chair:		Thompson			X	

CO
CO

Fiscal Note

State of Alaska
2016 Legislative Session

Bill Version: HB 379
Fiscal Note Number: _____
() Publish Date: _____

Identifier: HB379-LEG-LEG-04-20-16
Title: STATE EMPLOYEE & OFFICER
COMPENSATION
Sponsor: RLS BY REQUEST
Requester: House Finance

Department: Various (for Fiscal Notes only)
Appropriation: Various
Allocation: Legislative Branch
OMB Component Number: 0

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2017 Appropriation Requested	Included in Governor's FY2017 Request	Out-Year Cost Estimates					
			FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
OPERATING EXPENDITURES								
Personal Services	(387.1)							
Travel								
Services								
Commodities								
Capital Outlay								
Grants & Benefits								
Miscellaneous								
Total Operating	(387.1)	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Fund Source (Operating Only)

1004 Gen Fund	(387.1)						
Total	(387.1)	0.0	0.0	0.0	0.0	0.0	0.0

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues							
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Estimated SUPPLEMENTAL (FY2016) cost: 0.0 (separate supplemental appropriation required)
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2017) cost: 0.0 (separate capital appropriation required)
(discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency?
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

N/A Initial Version

Prepared By: <u>Skiff Lobaugh, Human Resources Manager</u>	Phone: <u>(907)465-6629</u>
Division: <u>Legislative Affairs Agency</u>	Date: <u>04/20/2016 12:00 AM</u>
Approved By: <u>Pam Varni, Executive Director</u>	Date: <u>04/20/16</u>
Agency: <u>Legislative Affairs Agency</u>	

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2016 LEGISLATIVE SESSION

BILL NO. HB379

Analysis

HB 379 suspends merit step increases and pay increments until a period at which the average price per barrel for an entire fiscal year is \$90 or more.

For the purposes of this fiscal note, assume all legislative employees would receive a merit increase on their currently scheduled merit anniversary date. Merit anniversary dates are effected by leave without pay and by breaks in service or pay status and can change. Further, not all merit increases are automatic and many increases must be approved by a supervisor. Because of these factors, it is impossible to predict the actual fiscal savings if this bill passes. We have attempted to break down FY17 as follows:

Budget & Audit Committee RDU	
Audit Division	(51.1)
Finance Division	(11.8)
Committee Expenses	(.2)
Total for RDU	(63.1)
Legislative Council RDU	
Salaries and Allowances	-
Administrative Services	(57.3)
Council & Subcommittees	-
Legal & Research Services	(34.5)
Ethics Committee	-
Office of Victims' Rights	(8.2)
Office of the Ombudsman	(10.3)
Total for RDU	(110.3)
Information and Teleconference RDU	
Information & Teleconference	(14.0)
Total for RDU	(14.0)
Legislative Operating Budget RDU	
Legislative Operating Budget	(139.9)
Session Expenses	(59.9)
Total for RDU	(199.7)
Total for Legislative Branch	(387.1)

This fiscal note only estimates potential savings that could be realized from freezing salaries of legislative employees. It does not account for the fact that we do not budget for merit increases, so there would not be a decrease in our base in a future year budget request.

Fiscal Note

State of Alaska
2016 Legislative Session

Bill Version: HB 379
Fiscal Note Number: _____
() Publish Date: _____

Identifier: HB379CS(FIN)-ACS-Various-04-23-16
Title: STATE EMPLOYEE & OFFICER
COMPENSATION
Sponsor: RLS BY REQUEST
Requester: House Rules Committee

Department: Various (for Fiscal Notes only)
Appropriation: Various
Allocation: Court System
OMB Component Number: 0

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2017 Appropriation Requested	Included in Governor's FY2017 Request	Out-Year Cost Estimates				
			FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
OPERATING EXPENDITURES	FY 2017	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Personal Services	(595.6)		***	***	***	***	***
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	(595.6)	0.0	***	***	***	***	***

Fund Source (Operating Only)

1004 Gen Fund	(589.3)						
1037 GF/MH	(6.3)						
Total	(595.6)	0.0	***	***	***	***	***

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues							
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Estimated SUPPLEMENTAL (FY2016) cost: 0.0 *(separate supplemental appropriation required)*
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2017) cost: 0.0 *(separate capital appropriation required)*
(discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

Updated to reflect changes in impact from House Finance Committee CS (version E).

Prepared By: Nancy Meade, General Counsel
Division: Alaska Court System
Approved By: Nancy Meade for Christine Johnson, Administrative Director
Agency: Alaska Court System

Phone: (907)463-4736
Date: 04/23/2016 06:00 PM
Date: 04/23/16

**REPORTED OUT OF
HFC 04/25/2016**

Control Code: mdsbB

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2016 LEGISLATIVE SESSION

BILL NO. HB379

Analysis

The House Finance Committee Substitute for House Bill 379 (version E) eliminates (or reduces) pay step increases for employees in the Judicial Branch, effectively "freezing" their salaries as of July 2, 2016, with a provision that could incrementally permit a percentage of the step increases depending on the price of oil. This fiscal note encompasses the impact to the Alaska Court System, the Judicial Council, and the Commission on Judicial Conduct, and combines OMB components 767, 768, 769, 770, 771, and 2950.

No employees in the judicial branch are covered by collective bargaining agreements. In addition, justices, judges, law clerks, the Administrative Director, and the Deputy Director do not receive pay step increases. This bill therefore affects the wages of every other judicial employee, including clerks and administrators.

Merit and longevity step increases are not funded in the judiciary's base budget; these are absorbed in the judiciary's operations, and are the factors that increase our personal services underfunding each year. We pay these increases to employees by managing open positions, and deliberately holding positions vacant. This note reflects the total impact to the judiciary for FY 17 as \$595,600.

For years beyond FY 17, step increases are reliant on the per-barrel price of ANS crude, under section 10 of the CS for HB 379. This is not predictable with certainty, and therefore employee salaries are not predictable and the fiscal impact on the Judiciary is indeterminate. In addition, the number of employee salaries affected by the bill vary each fiscal year as eligible employees leave employment, adding to the indeterminate nature of the fiscal impact on the Judiciary's budget in future years.

RDU	FY17 Merit/Longevity Cost
Appellate Courts	(24.6)
Trial Courts	(457.3)
Administration	(80.9)
Subtotal Alaska Court System	(562.7)
Therapeutic Courts	(6.3)
Subtotal Alaska Court System	(569.0)
Alaska Judicial Council	(18.6)
Commission on Judicial Conduct	(8.0)
Total Judicial Branch	(595.6)

Fiscal Note

State of Alaska
2016 Legislative Session

Bill Version: HB 379
Fiscal Note Number: _____
() Publish Date: _____

Identifier: CSHB379-OOG-OMB-04-23-16
Title: STATE EMPLOYEE & OFFICER
COMPENSATION
Sponsor: RLS BY REQUEST
Requester: House Finance Committee

Department: Various (for Fiscal Notes only)
Appropriation: Various
Allocation: Executive Branch
OMB Component Number: 0

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2017	Included in	Out-Year Cost Estimates				
	Appropriation Requested	Governor's FY2017 Request	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
OPERATING EXPENDITURES	FY 2017	FY 2017					
Personal Services	(5,355.3)		(3,483.1)	(4,338.0)	(10,959.7)	(6,592.9)	
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	(5,355.3)	0.0	(3,483.1)	(4,338.0)	(10,959.7)	(6,592.9)	0.0

Fund Source (Operating Only)

1002 Fed Rcpts	(842.7)		(536.4)	(98.8)	(1,670.4)	(1,191.2)	
1003 G/F Match	(125.0)		(78.6)	(19.5)	(491.4)	(331.4)	
1004 Gen Fund	(2,119.5)		(1,510.8)	(3,176.2)	(5,033.2)	(2,317.3)	
1005 GF/Prgm	(143.6)		(71.2)	(49.4)	(406.0)	(303.7)	
1007 I/A Rcpts	(579.4)		(263.1)	(70.1)	(760.4)	(498.4)	
1178 temp code	(1,545.1)		(1,023.0)	(924.0)	(2,598.3)	(1,950.9)	
Total	(5,355.3)	0.0	(3,483.1)	(4,338.0)	(10,959.7)	(6,592.9)	0.0

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues							
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Estimated SUPPLEMENTAL (FY2016) cost: 0.0 (separate supplemental appropriation required)

(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2017) cost: 0.0 (separate capital appropriation required)

(discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency?

If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

The revised fiscal note reflects changes in CSHB 379(FIN).

Prepared By: Colleen O'Sullivan, Office of Management and Budget
Division: Office of Management and Budget
Approved By: Pat Pitney, Director
Agency: Office of Management and Budget

Phone: (907)465-4681
Date: 04/23/2016 04:43 PM
Date: 04/25/16

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Control Code: sZLdk

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2016 LEGISLATIVE SESSION

BILL NO. CSHB379(FIN)

Analysis

CSHB 379(FIN) would fully or partially suspend merit step increases and pay increments for certain state employees and prohibit the state from entering into a bargaining unit agreement unless it provides that an employee may not receive the award of a merit step or the award of a pay increment until the average price of oil is \$60 or above for an entire fiscal year. The estimates in this fiscal note are for the executive branch only, excluding the University and the Alaska Marine Highway system.

The total projected savings are \$30.7 million from the base budget. The projected savings for each bargaining unit occur over two fiscal years depending on salary change date.

These estimates assume no turnover, no reduction in position funding from the FY2016 Management Plan level, and that supervisors would approve all scheduled step increases for all employees at their evaluation date. This fiscal note assumes no agreement will be reached with the Alaska Public Employees Association/Supervisory Unit for FY2017 and that the average annual price per barrel for Alaska North Crude oil will remain below \$60.

It is assumed agreements with the fully or partially suspended merit step and pay increments terms will be effective for the following bargaining units starting in the fiscal years below:

FY2017

Non-Covered - Executive Branch

Alaska State Employees Association/General Government Unit

FY2018

Alaska Vocational Technical Center Teacher's Unit

Public Safety Employees Association

FY2019

Labor, Trades and Crafts Unit

Alaska Correctional Officers Association

FY2020

Confidential Employees Association

Alaska State Employees Association/General Government Unit

Fiscal Note

State of Alaska
2016 Legislative Session

Bill Version: HB 379
Fiscal Note Number: _____
() Publish Date: _____

Identifier: HB379CS(FIN)-DOA-DOF-04-25-16
Title: STATE EMPLOYEE & OFFICER
COMPENSATION
Sponsor: RLS BY REQUEST
Requester: House Rules

Department: Department of Administration
Appropriation: Centralized Administrative Services
Allocation: Finance
OMB Component Number: 59

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2017 Appropriation Requested	Included in Governor's FY2017 Request	Out-Year Cost Estimates					
			FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
OPERATING EXPENDITURES	***		***	***	***	***	***	***
Personal Services								
Travel								
Services								
Commodities								
Capital Outlay								
Grants & Benefits								
Miscellaneous								
Total Operating	***	0.0	***	***	***	***	***	***

Fund Source (Operating Only)

None								
Total	***	0.0	***	***	***	***	***	***

Positions

Full-time								
Part-time								
Temporary								

Change in Revenues								
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Estimated SUPPLEMENTAL (FY2016) cost: 0.0 *(separate supplemental appropriation required)*
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2017) cost: 0.0 *(separate capital appropriation required)*
(discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? Unknown
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

Not applicable, initial version.

Prepared By: Scot Arehart, Director
Division: Finance
Approved By: Sheldon Fisher, Commissioner
Agency: Department of Administration

Phone: (907)465-3435
Date: 04/25/2016 09:30 AM
Date: 04/25/16

REPORTED OUT OF
HFC 04/25/2016
Control Code: FKtpD

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2016 LEGISLATIVE SESSION

BILL NO. CSHB379

Analysis

CSHB 379(FIN) fully or partially suspends merit step increases and pay increments for certain state employees unless the price of oil exceeds \$60 and the related percentage increase is a tiered approach until the average price of oil exceeds \$90 for the preceding fiscal year.

The impact to the salary schedules is complex and currently the cost analysis is indeterminate. However, it is known that each individual within a pay increment step/range will require a rate override as a salary schedule will not be available. Two years of service must occur before an individual is entitled to a pay increment; however, a salary schedule would need to be built and maintained each year to reflect any increase for that group of employees that are entitled a pay increase. In essence, 2 salary schedules would need to be maintained for each pay increment step/range, with applicable geodiff variations, which would be impractical to administer. Thus, a rate override would need to be performed for employees in a pay increment step/range. Complications in budget projections and future budget fiscal year preparation would be impacted by using a rate override instead of a salary schedule tied to a step/range of an employee.

Further analysis by DOPLR needs to be performed to determine the number of staff needed to perform a rate override each pay period and administer the associated manual calculations. An impact to IRIS HRM/Payroll implementation will also likely occur as exceptions to using a salary schedule are magnified.

CS FOR HOUSE BILL NO. 379(FIN)

IN THE LEGISLATURE OF THE STATE OF ALASKA

TWENTY-NINTH LEGISLATURE - SECOND SESSION

BY THE HOUSE FINANCE COMMITTEE

Offered:
Referred:

Sponsor(s): HOUSE RULES COMMITTEE BY REQUEST

A BILL

FOR AN ACT ENTITLED

1 "An Act reducing or eliminating pay step increases and pay increments for certain state
2 employees; relating to collective bargaining agreements entered into by the state; and
3 providing for an effective date."

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

5 * **Section 1.** The uncodified law of the State of Alaska is amended by adding a new section
6 to read:

7 LEGISLATIVE INTENT. It is the intent of the legislature that, effective July 2, 2016,
8 the award of pay step increases and pay increments be fully or partially suspended until the
9 lapse of one fiscal year for which the average price per barrel for Alaska North Slope crude
10 oil for sale on the United States West Coast for an entire fiscal year is \$90 or more, as
11 determined by the commissioner of revenue. Regarding presentation to the legislature of a
12 collective bargaining agreement between the Department of Administration and an
13 organization representing state employees, as required by AS 23.40.215, the legislature
14 intends to approve the monetary terms of a collective bargaining agreement that, for the

1 length of the agreement, fully or partially suspends the award of pay step increases and pay
2 increments until the lapse of one fiscal year for which the average price per barrel for Alaska
3 North Slope crude oil for sale on the United States West Coast for an entire fiscal year is \$90
4 or more, as determined by the commissioner of revenue.

5 * **Sec. 2.** AS 39.27.011(h) is amended to read:

6 (h) **Subject to (l) of this section, pay** [PAY] increments, computed at the rate
7 of 3.25 percent of the employee's base salary, shall be provided after an employee has
8 remained in the final step within a given range for two years, and every two years
9 thereafter, if, at the time the employee becomes eligible for the increment, the
10 employee's current annual rating by the employee's supervisors is designated as
11 "good" or higher.

12 * **Sec. 3.** AS 39.27.011(h), as amended by sec. 2 of this Act, is amended to read:

13 (h) **Pay** [SUBJECT TO (l) OF THIS SECTION, PAY] increments, computed
14 at the rate of 3.25 percent of the employee's base salary, shall be provided after an
15 employee has remained in the final step within a given range for two years, and every
16 two years thereafter, if, at the time the employee becomes eligible for the increment,
17 the employee's current annual rating by the employee's supervisors is designated as
18 "good" or higher.

19 * **Sec. 4.** AS 39.27.011(i) is amended to read:

20 (i) **Subject to (l) of this section, pay** [PAY] increments provided for in (h) of
21 this section are approved under AS 39.25.150(2) as an amendment to the pay plan for
22 employees of the state.

23 * **Sec. 5.** AS 39.27.011(i), as amended by sec. 4 of this Act, is amended to read:

24 (i) **Pay** [SUBJECT TO (l) OF THIS SECTION, PAY] increments provided
25 for in (h) of this section are approved under AS 39.25.150(2) as an amendment to the
26 pay plan for employees of the state.

27 * **Sec. 6.** AS 39.27.011(j) is amended to read:

28 (j) **Subject to (l) of this section, subsections** [SUBSECTIONS] (h) and (i) of
29 this section apply to

30 (1) employees of the legislature [ONLY] if the committee responsible
31 for adopting employment policies concerning **those employees** [THE EMPLOYEE]

1 adopts a written policy that (h) and (i) of this section apply;

2 (2) [. SUBSECTIONS (h) AND (i) OF THIS SECTION APPLY TO]
3 the employees of the office of the ombudsman [ONLY] if the ombudsman adopts a
4 policy that (h) and (i) of this section apply; and

5 (3) [. SUBSECTIONS (h) AND (i) OF THIS SECTION APPLY TO]
6 the employees of the office of victims' rights [ONLY] if the victims' advocate adopts a
7 policy that (h) and (i) of this section apply.

8 * **Sec. 7.** AS 39.27.011(j), as amended by sec. 6 of this Act, is amended to read:

9 (j) Subsections [SUBJECT TO (l) OF THIS SECTION, SUBSECTIONS] (h)
10 and (i) of this section apply to

11 (1) employees of the legislature if the committee responsible for
12 adopting employment policies concerning those employees adopts a written policy
13 that (h) and (i) of this section apply;

14 (2) the employees of the office of the ombudsman if the ombudsman
15 adopts a policy that (h) and (i) of this section apply; and

16 (3) the employees of the office of victims' rights if the victims'
17 advocate adopts a policy that (h) and (i) of this section apply.

18 * **Sec. 8.** AS 39.27.011(k) is amended to read:

19 (k) Notwithstanding (a) - (j) and (l) of this section, the governor or a designee
20 of the governor may, on a case-by-case basis, authorize for a partially exempt
21 employee in the executive branch a higher pay than Step F. The authorization must be
22 based on a determination that the action serves a critical governmental interest of the
23 state, the employee possesses exceptional qualifications, recruitment difficulties exist,
24 or the action is necessary due to competitive salaries in the relevant labor market. A
25 determination made under this subsection must be in writing.

26 * **Sec. 9.** AS 39.27.011(k), as amended by sec. 8 of this Act, is amended to read:

27 (k) Notwithstanding (a) - (j) [AND (l)] of this section, the governor or a
28 designee of the governor may, on a case-by-case basis, authorize for a partially exempt
29 employee in the executive branch a higher pay than Step F. The authorization must be
30 based on a determination that the action serves a critical governmental interest of the
31 state, the employee possesses exceptional qualifications, recruitment difficulties exist,

1 or the action is necessary due to competitive salaries in the relevant labor market. A
 2 determination made under this subsection must be in writing.

3 * **Sec. 10.** AS 39.27.011 is amended by adding a new subsection to read:

4 (I) If an employee is entitled to receive a step increase in salary under (a) of
 5 this section or a pay increment under (h) - (j) of this section, the employee shall
 6 receive a percentage of that increase or increment based on the average price per
 7 barrel for Alaska North Slope Crude oil for sale on the United States West Coast
 8 during the entire preceding fiscal year, as determined by the commissioner of revenue,
 9 as follows:

10 Average Price	Percentage of Increase or Increment
11 \$0 - \$59.99	0
12 \$60 - \$69.99	25
13 \$70 - \$79.99	50
14 \$80 - \$89.99	75
15 \$90 or more	100.

16 * **Sec. 11.** The uncodified law of the State of Alaska is amended by adding a new section to
 17 read:

18 STATE COLLECTIVE BARGAINING AGREEMENTS; SUSPENSION OF PAY
 19 INCREASES. (a) Notwithstanding AS 23.40.070 - 23.40.260, the state may not enter into a
 20 collective bargaining agreement with a bargaining organization representing a bargaining unit
 21 of state employees unless the agreement provides that the award of a pay step or the award of
 22 a pay increment is subject to the limitations under AS 39.27.011(I).

23 (b) If the parties are unable to reach agreement on a new or extended contract so that
 24 the negotiations reach an impasse allowing the state, under AS 23.40, to make unilateral
 25 changes to wage or salary compensation of members of the bargaining unit, the state shall
 26 suspend the awarding of pay steps and pay increments so that the suspension would comply
 27 with the requirements of this section, as applicable.

28 (c) This section modifies the duty of the state and bargaining organizations
 29 representing state employees to bargain concerning pay steps and pay increments.

30 * **Sec. 12.** The uncodified law of the State of Alaska is amended by adding a new section to
 31 read:

1 EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES.

2 Compensation of the following employees is subject to limitations on pay increases
3 comparable to the limitations on pay increases for employees in the classified or partially
4 exempt service under AS 39.27.011(h) - (k), as amended by secs. 2, 4, 6, and 8 of this Act,
5 and AS 39.27.011(l), enacted by sec. 10 of this Act:

6 (1) permanent and temporary employees of the judicial branch who are not
7 otherwise covered by AS 39.27.011(h) - (k), as amended by secs. 2, 4, 6, and 8 of this Act, or
8 AS 39.27.011(l), enacted by sec. 10 of this Act;

9 (2) permanent and temporary employees of the legislative branch who are not
10 otherwise covered by AS 39.27.011(h) - (k), as amended by secs. 2, 4, 6, and 8 of this Act, or
11 AS 39.27.011(l), enacted by sec. 10 of this Act.

12 * **Sec. 13.** AS 39.27.011(l) is repealed.

13 * **Sec. 14.** Sections 11 and 12 of this Act are repealed.

14 * **Sec. 15.** The uncodified law of the State of Alaska is amended by adding a new section to
15 read:

16 APPLICABILITY. AS 39.27.011(h) - (k), as amended by secs. 2, 4, 6, and 8 of this
17 Act, and AS 39.27.011(l), enacted by sec. 10 of this Act, apply to contracts entered into on or
18 after the effective date of secs. 2, 4, 6, 8, and 10 of this Act.

19 * **Sec. 16.** The uncodified law of the State of Alaska is amended by adding a new section to
20 read:

21 TRANSITION: ANNUAL REPORT ON PRICE OF OIL. Annually, on July 1, the
22 commissioner of revenue shall determine the average price per barrel for Alaska North Slope
23 crude oil for sale on the United States West Coast for the immediately preceding fiscal year
24 and provide a written report of that average to the Department of Administration, the Alaska
25 Court System, and the legislature. The commissioner of revenue shall deliver the report to the
26 senate secretary, the chief clerk of the house of representatives, the commissioner of
27 administration, and the administrator of the Alaska Court System, and notify the legislature,
28 the Department of Administration, and the Alaska Court System that the report is available.

29 * **Sec. 17.** The uncodified law of the State of Alaska is amended by adding a new section to
30 read:

31 NOTICE TO REVISOR OF STATUTES. The commissioner of revenue shall notify

1 the revisor of statutes in writing when the average price per barrel for Alaska North Slope
2 crude oil for sale on the United States West Coast during an entire fiscal year is \$90 or more.

3 * **Sec. 18.** The uncodified law of the State of Alaska is amended by adding a new section to
4 read:

5 CONDITIONAL EFFECT. Sections 3, 5, 7, 9, 13, and 14 of this Act take effect only
6 if the commissioner of revenue notifies the revisor of statutes under sec. 17 of this Act that the
7 average price per barrel for Alaska North Slope crude oil for sale on the United States West
8 Coast during an entire fiscal year was \$90 or more.

9 * **Sec. 19.** If, under sec. 18 of this Act, secs. 3, 5, 7, 9, 13, and 14 of this Act take effect,
10 they take effect the day after the date the commissioner of revenue notifies the revisor of
11 statutes under sec. 17 of this Act.

12 * **Sec. 20.** Except as provided in sec. 19 of this Act, this Act takes effect July 2, 2016.

**Testimony of Curtis W. Thayer
President and CEO
April 21, 2016**

For the record, my name is Curtis Thayer and I currently serve as the President and CEO of the Alaska Chamber, a statewide trade association with almost 700 members that employs over 100,000 Alaskans.

The Alaska Chamber supports House Bill 379. It is a meaningful step in controlling these automatic pay increases when the state needs to do everything it can to bring every aspect of state spending to a sustainable level. It is not fair to be giving raises to one group, while another group of Alaskans are receiving pink slips.

As a former Commissioner of the Department of Administration I've negotiated state employee contracts across the table with Jake Metcalfe and Jim Duncan. I understand the value of our state employees. They do some of the toughest work that no one else wants to do. And they spend a lot of years doing it. However, with a \$4.1 billion deficit that grew \$600 million since we started this process in January, this is something we can't afford. Let me reiterate, this is not a pay cut, its simply telling people what they received today they will receive tomorrow, and they'll have next year. That's something the private sector doesn't have – job security.

We polled our members and specifically asked what are you doing in these tough economic times? They're response:

- Reducing their work force, laying-off employees
- Freezing employee pay
- Reducing employee pay
- Furloughing employees
- Eliminating overtime pay
- Lowering contributions to 401K retirement plans
- Lowering contributions to health insurance plans
- Eliminating health insurance plans
- Renegotiating vendor contracts
- Decreasing capital investment
- Streamlining operating costs
- Eliminate discretionary spending
- Downsizing their footprint – Moving into smaller space
- Eliminate employee perks
- Selling off equipment



This is what the private sector is being forced to do right now.

I've been in a position responsible for hiring, firing and laying people off. Trust me, it's a lot better to be able to hire people and tell them they can keep their job. HB379 allows people to keep their jobs.

I would like to share with you a comment by a small Alaska Company with an office in Fairbanks and Anchorage:

"Curtis, I am pleased this is finally coming to the forefront of discussion. With private business seeing 20+ percent drops in revenue and employees being laid off, it is criminal that state raises are being considered. Unfortunately, public employees never felt the effect of the last two crashes the private sector felt since their world didn't change. There are also a lot of people that weren't here for the '95 crash, let alone the '85 crash so are not prepared for what is still to happen.

Keep up the conversation and get the word out to everyone."

With HB 379 more state employees will be able to keep their jobs, while providing a piece of the puzzle in bringing state spending to a sustainable level. I urge your support of HB 379 and passing it out of the House Finance Committee.

ADOPTED
4-23-16

29-LS1647E
Wayne
4/22/16

CS FOR HOUSE BILL NO. 379()
IN THE LEGISLATURE OF THE STATE OF ALASKA
TWENTY-NINTH LEGISLATURE - SECOND SESSION

BY

Offered:
Referred:

Sponsor(s): HOUSE RULES COMMITTEE BY REQUEST

A BILL
FOR AN ACT ENTITLED

1 **"An Act reducing or eliminating pay step increases and pay increments for certain state**
2 **employees; relating to collective bargaining agreements entered into by the state; and**
3 **providing for an effective date."**

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

5 *** Section 1.** The uncodified law of the State of Alaska is amended by adding a new section
6 to read:

7 **LEGISLATIVE INTENT.** It is the intent of the legislature that, effective July 2, 2016,
8 the award of pay step increases and pay increments be fully or partially suspended until the
9 lapse of one fiscal year for which the average price per barrel for Alaska North Slope crude
10 oil for sale on the United States West Coast for an entire fiscal year is \$90 or more, as
11 determined by the commissioner of revenue. Regarding presentation to the legislature of a
12 collective bargaining agreement between the Department of Administration and an
13 organization representing state employees, as required by AS 23.40.215, the legislature
14 intends to approve the monetary terms of a collective bargaining agreement that, for the

1 length of the agreement, fully or partially suspends the award of pay step increases and pay
2 increments until the lapse of one fiscal year for which the average price per barrel for Alaska
3 North Slope crude oil for sale on the United States West Coast for an entire fiscal year is \$90
4 or more, as determined by the commissioner of revenue.

5 * Sec. 2. AS 39.27.011(h) is amended to read:

6 (h) Subject to (I) of this section, pay [PAY] increments, computed at the rate
7 of 3.25 percent of the employee's base salary, shall be provided after an employee has
8 remained in the final step within a given range for two years, and every two years
9 thereafter, if, at the time the employee becomes eligible for the increment, the
10 employee's current annual rating by the employee's supervisors is designated as
11 "good" or higher.

12 * Sec. 3. AS 39.27.011(h), as amended by sec. 2 of this Act, is amended to read:

13 (h) Pay [SUBJECT TO (I) OF THIS SECTION, PAY] increments, computed
14 at the rate of 3.25 percent of the employee's base salary, shall be provided after an
15 employee has remained in the final step within a given range for two years, and every
16 two years thereafter, if, at the time the employee becomes eligible for the increment,
17 the employee's current annual rating by the employee's supervisors is designated as
18 "good" or higher.

19 * Sec. 4. AS 39.27.011(i) is amended to read:

20 (i) Subject to (I) of this section, pay [PAY] increments provided for in (h) of
21 this section are approved under AS 39.25.150(2) as an amendment to the pay plan for
22 employees of the state.

23 * Sec. 5. AS 39.27.011(i), as amended by sec. 4 of this Act, is amended to read:

24 (i) Pay [SUBJECT TO (I) OF THIS SECTION, PAY] increments provided
25 for in (h) of this section are approved under AS 39.25.150(2) as an amendment to the
26 pay plan for employees of the state.

27 * Sec. 6. AS 39.27.011(j) is amended to read:

28 (j) Subject to (I) of this section, subsections [SUBSECTIONS] (h) and (i) of
29 this section apply to

30 (1) employees of the legislature [ONLY] if the committee responsible
31 for adopting employment policies concerning those employees [THE EMPLOYEE]

1 adopts a written policy that (h) and (i) of this section apply;

2 (2) [. SUBSECTIONS (h) AND (i) OF THIS SECTION APPLY TO]
3 the employees of the office of the ombudsman [ONLY] if the ombudsman adopts a
4 policy that (h) and (i) of this section apply; and

5 (3) [. SUBSECTIONS (h) AND (i) OF THIS SECTION APPLY TO]
6 the employees of the office of victims' rights [ONLY] if the victims' advocate adopts a
7 policy that (h) and (i) of this section apply.

8 * Sec. 7. AS 39.27.011(j), as amended by sec. 6 of this Act, is amended to read:

9 (j) Subsections [SUBJECT TO (I) OF THIS SECTION, SUBSECTIONS] (h)
10 and (i) of this section apply to

11 (1) employees of the legislature if the committee responsible for
12 adopting employment policies concerning those employees adopts a written policy
13 that (h) and (i) of this section apply;

14 (2) the employees of the office of the ombudsman if the ombudsman
15 adopts a policy that (h) and (i) of this section apply; and

16 (3) the employees of the office of victims' rights if the victims'
17 advocate adopts a policy that (h) and (i) of this section apply.

18 * Sec. 8. AS 39.27.011(k) is amended to read:

19 (k) Notwithstanding (a) - (j) and (I) of this section, the governor or a designee
20 of the governor may, on a case-by-case basis, authorize for a partially exempt
21 employee in the executive branch a higher pay than Step F. The authorization must be
22 based on a determination that the action serves a critical governmental interest of the
23 state, the employee possesses exceptional qualifications, recruitment difficulties exist,
24 or the action is necessary due to competitive salaries in the relevant labor market. A
25 determination made under this subsection must be in writing.

26 * Sec. 9. AS 39.27.011(k), as amended by sec. 8 of this Act, is amended to read:

27 (k) Notwithstanding (a) - (j) [AND (I)] of this section, the governor or a
28 designee of the governor may, on a case-by-case basis, authorize for a partially exempt
29 employee in the executive branch a higher pay than Step F. The authorization must be
30 based on a determination that the action serves a critical governmental interest of the
31 state, the employee possesses exceptional qualifications, recruitment difficulties exist,

1 or the action is necessary due to competitive salaries in the relevant labor market. A
2 determination made under this subsection must be in writing.

3 * Sec. 10. AS 39.27.011 is amended by adding a new subsection to read:

4 (I) If an employee is entitled to receive a step increase in salary under (a) of
5 this section or a pay increment under (h) - (j) of this section, the employee shall
6 receive a percentage of that increase or increment based on the average price per
7 barrel for Alaska North Slope Crude oil for sale on the United States West Coast
8 during the entire preceding fiscal year, as determined by the commissioner of revenue,
9 as follows:

Average Price	Percentage of Increase or Increment
\$0 - \$59.99	0
\$60 - \$69.99	25
\$70 - \$79.99	50
\$80 - \$89.99	75
\$90 or more	100.

16 * Sec. 11. The uncodified law of the State of Alaska is amended by adding a new section to
17 read:

18 STATE COLLECTIVE BARGAINING AGREEMENTS; SUSPENSION OF PAY
19 INCREASES. (a) Notwithstanding AS 23.40.070 - 23.40.260, the state may not enter into a
20 collective bargaining agreement with a bargaining organization representing a bargaining unit
21 of state employees unless the agreement provides that the award of a pay step or the award of
22 a pay increment is subject to the limitations under AS 39.27.011(I).

23 (b) If the parties are unable to reach agreement on a new or extended contract so that
24 the negotiations reach an impasse allowing the state, under AS 23.40, to make unilateral
25 changes to wage or salary compensation of members of the bargaining unit, the state shall
26 suspend the awarding of pay steps and pay increments so that the suspension would comply
27 with the requirements of this section, as applicable.

28 (c) This section modifies the duty of the state and bargaining organizations
29 representing state employees to bargain concerning pay steps and pay increments.

30 * Sec. 12. The uncodified law of the State of Alaska is amended by adding a new section to
31 read:

1 EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES.
2 Compensation of the following employees is subject to limitations on pay increases
3 comparable to the limitations on pay increases for employees in the classified or partially
4 exempt service under AS 39.27.011(h) - (k), as amended by secs. 2, 4, 6, and 8 of this Act,
5 and AS 39.27.011(l), enacted by sec. 10 of this Act:

6 (1) permanent and temporary employees of the judicial branch who are not
7 otherwise covered by AS 39.27.011(h) - (k), as amended by secs. 2, 4, 6, and 8 of this Act, or
8 AS 39.27.011(l), enacted by sec. 10 of this Act;

9 (2) permanent and temporary employees of the legislative branch who are not
10 otherwise covered by AS 39.27.011(h) - (k), as amended by secs. 2, 4, 6, and 8 of this Act, or
11 AS 39.27.011(l), enacted by sec. 10 of this Act.

12 * Sec. 13. AS 39.27.011(l) is repealed.

13 * Sec. 14. Sections 11 and 12 of this Act are repealed.

14 * Sec. 15. The uncodified law of the State of Alaska is amended by adding a new section to
15 read:

16 APPLICABILITY. AS 39.27.011(h) - (k), as amended by secs. 2, 4, 6, and 8 of this
17 Act, and AS 39.27.011(l), enacted by sec. 10 of this Act, apply to contracts entered into on or
18 after the effective date of secs. 2, 4, 6, 8, and 10 of this Act.

19 * Sec. 16. The uncodified law of the State of Alaska is amended by adding a new section to
20 read:

21 TRANSITION: ANNUAL REPORT ON PRICE OF OIL. Annually, on July 1, the
22 commissioner of revenue shall determine the average price per barrel for Alaska North Slope
23 crude oil for sale on the United States West Coast for the immediately preceding fiscal year
24 and provide a written report of that average to the Department of Administration, the Alaska
25 Court System, and the legislature. The commissioner of revenue shall deliver the report to the
26 senate secretary, the chief clerk of the house of representatives, the commissioner of
27 administration, and the administrator of the Alaska Court System, and notify the legislature,
28 the Department of Administration, and the Alaska Court System that the report is available.

29 * Sec. 17. The uncodified law of the State of Alaska is amended by adding a new section to
30 read:

31 NOTICE TO REVISOR OF STATUTES. The commissioner of revenue shall notify

1 the revisor of statutes in writing when the average price per barrel for Alaska North Slope
2 crude oil for sale on the United States West Coast during an entire fiscal year is \$90 or more.

3 * **Sec. 18.** The uncodified law of the State of Alaska is amended by adding a new section to
4 read:

5 **CONDITIONAL EFFECT.** Sections 3, 5, 7, 9, 13, and 14 of this Act take effect only
6 if the commissioner of revenue notifies the revisor of statutes under sec. 17 of this Act that the
7 average price per barrel for Alaska North Slope crude oil for sale on the United States West
8 Coast during an entire fiscal year was \$90 or more.

9 * **Sec. 19.** If, under sec. 18 of this Act, secs. 3, 5, 7, 9, 13, and 14 of this Act take effect,
10 they take effect the day after the date the commissioner of revenue notifies the revisor of
11 statutes under sec. 17 of this Act.

12 * **Sec. 20.** Except as provided in sec. 19 of this Act, this Act takes effect July 2, 2016.

2016 HOUSE FINANCE COMMITTEE VOTE SHEET

Move HB 379 out

DATE: 4.23.16

Amendment: Conceptual #1

MEMBER

Favor

Oppose

REP. PRUITT	X	
REP. SADDLER	X	
REP. WILSON	X	
REP. EDGMON		X
REP. GARA		X
REP. GATTIS	X	
REP. GUTTENBERG		X
REP. KAWASAKI		X
REP. MUNOZ		X
REP. NEUMAN	X	
REP. THOMPSON	X	

YEA

6

NAY

5



ALASKA STATE LEGISLATURE
HOUSE FINANCE COMMITTEE

State Capitol, Room 519

Rep. Mark Neuman, Co-Chair

Rep. Steve Thompson, Co-Chair

Agenda:

HB 379-STATE EMPLOYEE & OFFICER COMPENSATION

Rep. Craig Johnson, Robert Ervine, staff testifying

Rep. Millett, Grace Abbott, staff testifying

NEW VARIOUS Executive Branch FN

New FN Courts

NEW FN LEGISLATURE

NEW CS WORKDRAFT version E

CLOSED PUBLIC TESTIMONY

Questions in Person

Leslie Ridle, Deputy Commissioner, Department of Administration

Kate Sheehan, Director, Division of Personnel & Labor Relations

ALASKA STATE LEGISLATURE

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Session:
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Juneau, Alaska
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REPRESENTATIVE CRAIG JOHNSON
RULES COMMITTEE CHAIRMAN

House Bill 379 **Sponsor Statement**

This year Alaskans have watched the price of oil drop and our state's revenues steeply decline. Businesses across the state have begun to examine downsizing, with many implementing layoffs. State government, in spite of our change in fiscal circumstances, is scheduled to give its employees pay increases, resulting in millions of dollars of spending. In this financial climate, during a period where many are unsure of their job security, the state of Alaska needs to prioritize private and public sector stability and economic health. While merit pay has been an advantage that many look forward to as a part of state employment, maintaining as many stable, healthy Alaskan families as possible must take priority.

The state's spending needs to best reflect the reality of our fiscal situation, and while the price of oil hovers at \$40 per barrel, we simply cannot afford to dole out merit raises. Under House Bill 379, merit increases would be frozen until such a time as oil prices increase. When prices rise, employees would share in the increase, and the state would reintegrate the increases.

No employee should lose their job in order to pay a colleague's raise, nor should Alaskans be asked to pay a share of their personal or business income to increase the pay of a state worker. This bill proposes no salary cuts or position eliminations. It simply represents an accurate reflection of the state's finances, and places priority on keeping Alaskans employed.

ALASKA STATE LEGISLATURE

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REPRESENTATIVE CRAIG JOHNSON
RULES COMMITTEE CHAIRMAN

House Bill 379 Sectional

This sectional is only a summary of the bill and should not be treated as a substitute for the bill.

Section 1: Intent language that notifies the Department of Administration and bargaining units that the legislature will approve contracts that suspend raises for employees until the price of oil is above \$90 a barrel for an entire fiscal year.

Section 2: Amends AS 39.27.011(h) to ensure that raises will only be granted if the price of oil gets to above \$90 a barrel.

Section 3: Language that reverts the previous section to status quo if the average price of oil is above 90 dollars a barrel.

Section 4: Amends AS 39.27.011(i) to approve an amendment to the pay plan for employees of the state.

Section 5: Language that reverts the previous section to status quo if the average price of oil is above 90 dollars a barrel.

Section 6: Applies the pay freeze to legislative employees including office of victims' rights and ombudsman.

Section 7: Language that reverts the previous section to status quo if the average price of oil is above 90 dollars a barrel.

Section 8: Applies the new subsection (l) to the governor's existing authorization to assign steps on a case by case basis.

Section 9: Language that reverts the previous section to status quo if the average price of oil is above 90 dollars a barrel.

Section 10: Adds a new subsection (l) that freeze all forms of step increases for non-union state employees, in the classified and partially exempt service of the executive branch and employees of the legislature.

Section 11: Uncodified law that allows the state to suspend pay steps and pay increments to members of the bargaining units.

Section 12: Applies the same limitations on pay increases to state employees in the judicial and legislative branches that are not otherwise covered in sections 2,4,6,8 and 10.

Section 13, 14: Repeals subsection (I) in the event of oil prices averaging over \$90 a barrel.

Section 15: Applies subsection (I) to contracts entered into after the effective date.

Section 16: Requires the commissioner of revenue to provide a report on the average price per barrel of Alaska North Slope crude oil.

Section 17: Commissioner of revenue must notify the reviser of statutes of price of oil after it is above \$90 a barrel for an entire fiscal year.

Section 18: Conditional effect for sections 3,5,7,9,13 and 14.

Section 19: Sections 3,5,7,9,13 and 14 take effect the day after department of revenue commissioner notifies reviser of statutes that the price of oil has averaged over \$90 a barrel for a fiscal year.

STATE OF ALASKA WORKFORCE PROFILE FISCAL YEAR 2015



Department of Administration | Division of Personnel and Labor Relations | Employee Planning and Information Center
PO Box 110201 Juneau, AK 99811 | Phone: 907-465-4430 | <http://doa.alaska.gov/dop>

INTRODUCTION

Dear Colleagues:

The Division of Personnel and Labor Relations is pleased to provide the Fiscal Year 2015 Annual Workforce Profile for the State of Alaska Executive Branch. This publication is designed to assist you, our executives, managers, and human resource professionals, to better understand our current workforce. Understanding the current workforce is an important step in the workforce planning process.

Included in the current profile are data and graphs representing demographics such as age and ethnicity distribution, average salaries, and retirement projections. The data presented is as of June 30, 2015.

New this year is a grouping of retirement projections by job class family rather than specific job class, and years of service data for those employees who have been hired into the Tier 4 retirement plan.

As always, the data in this report includes all executive branch employees with permanent, probationary, and provisional status in the classified service as well as partially exempt and exempt employees. Excluded from this report are executive branch employees with nonpermanent, temporary, and emergency status, and employees of the National Guard, Alaska Railroad Corporation, and Alaska Housing Finance Corporation. Additionally, this report does not contain information about employees of the University of Alaska or the legislative and judicial branches of the State of Alaska.

We welcome your feedback and are ready to assist you with your workforce analysis needs. You may contact your agency human staff or the Employee Planning and Information Center team for assistance.

Kate Sheehan
Director, Division of Personnel and Labor Relations



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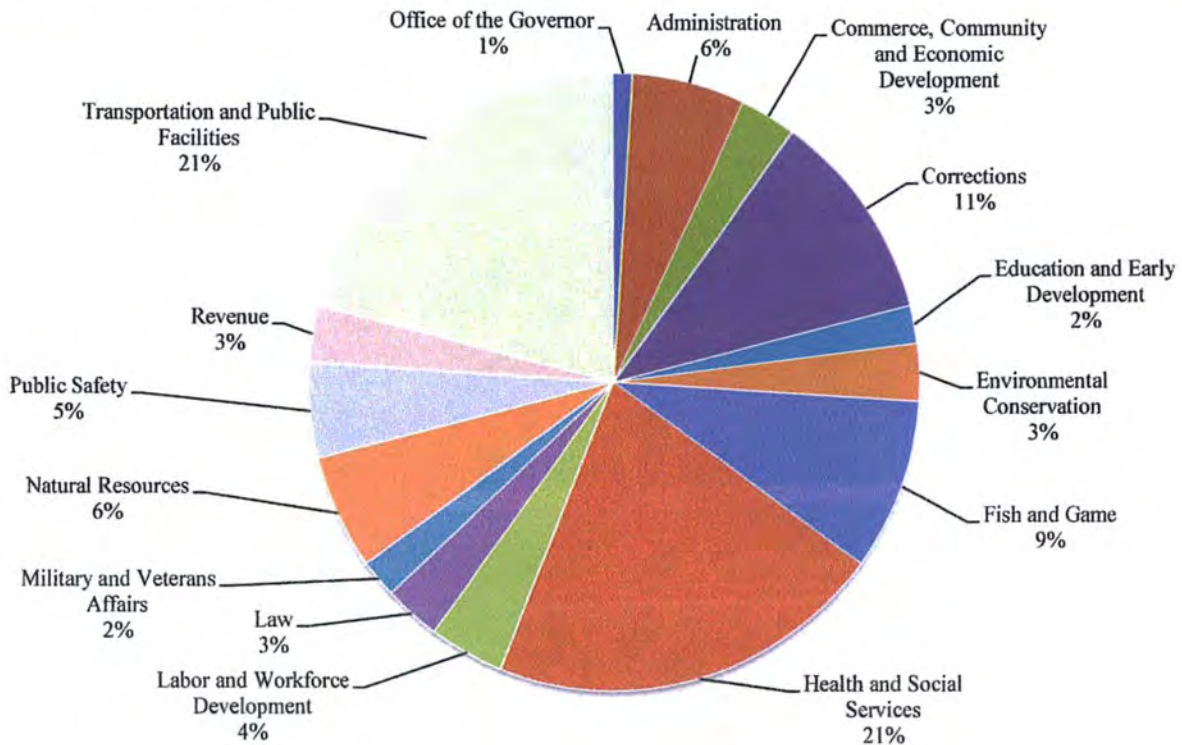
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EMPLOYEE COUNT BY DEPARTMENT

Department	Employee Count
Office of the Governor	129
Administration	977
Commerce, Community and Economic Development	464
Corrections	1768
Education and Early Development	312
Environmental Conservation	489
Fish and Game	1427
Health and Social Services	3273
Labor and Workforce Development	707
Law	511
Military and Veterans Affairs	247
Natural Resources	881
Public Safety	824
Revenue	507
Transportation and Public Facilities	3283
Statewide	15799

PERCENTAGE OF STATE WORKFORCE BY DEPARTMENT

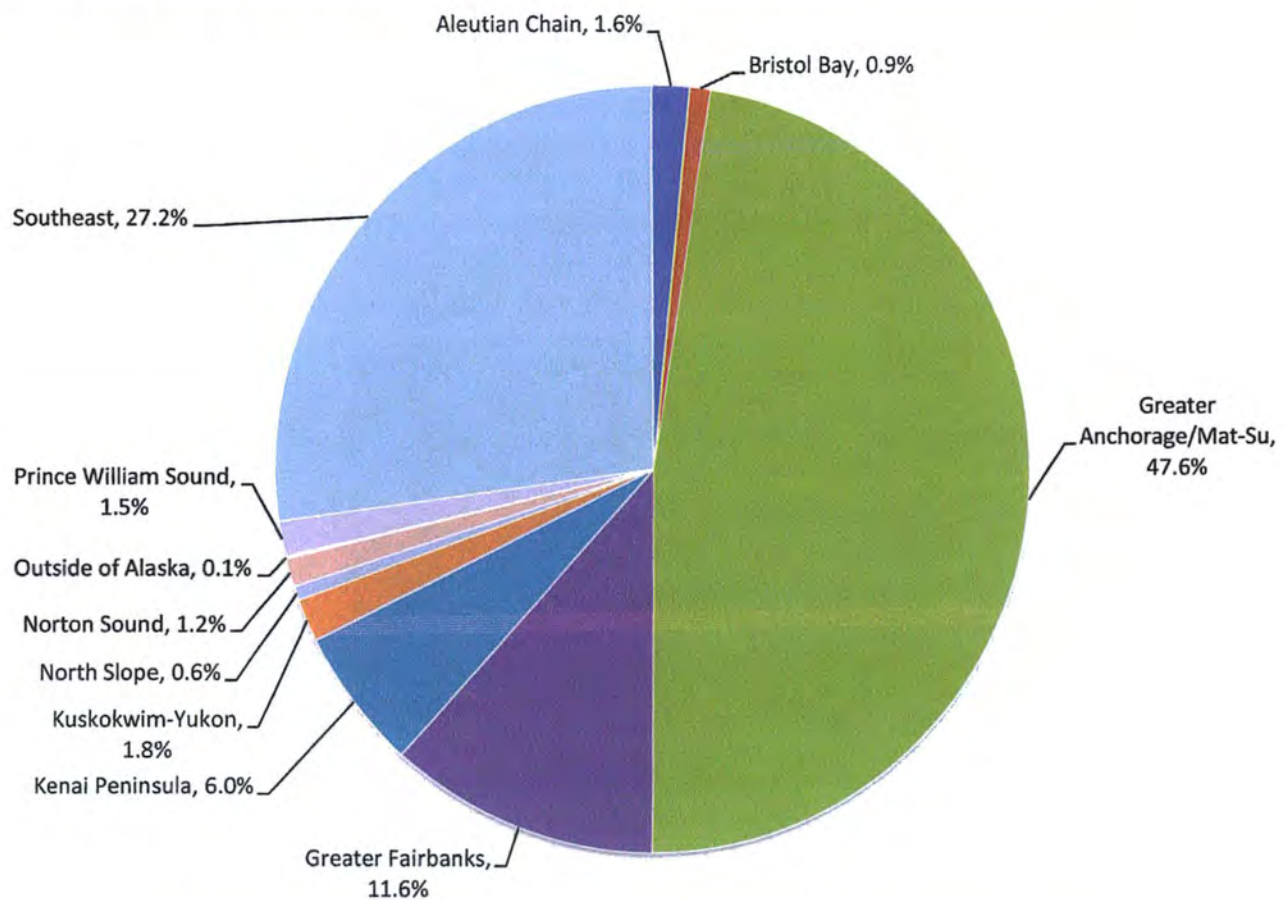


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT BY REGION

Region	Employee Count
Aleutian Chain	247
Bristol Bay	136
Greater Anchorage/Mat-Su	7517
Greater Fairbanks	1827
Kenai Peninsula	945
Kuskokwim-Yukon	291
North Slope	95
Norton Sound	192
Outside of Alaska	11
Prince William Sound	238
Southeast	4300
Statewide	15799

PERCENTAGE OF EMPLOYEES BY REGION



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION

City	Employee Count	Percentage
Adak	2	0.01%
Akutan	3	0.02%
Anchor Point	9	0.06%
Anchorage	5496	34.79%
Anchorage Intl. Airport	336	2.13%
Aniak	13	0.08%
Anvik	3	0.02%
Barrow	19	0.12%
Bellingham, WA	1	0.01%
Bethel	242	1.53%
Birch Lake	4	0.03%
Camp Carroll	79	0.50%
Cantwell	15	0.09%
Cascade	4	0.03%
Central	4	0.03%
Chandler Camp	10	0.06%
Chena River	2	0.01%
Chignik	8	0.05%
Chitina	4	0.03%
Chulitna	6	0.04%
Coffman Cove	1	0.01%
Cold Bay	6	0.04%
Coldfoot Camp	8	0.05%
Cooper Landing	1	0.01%
Cordova	88	0.56%
Craig	21	0.13%
Crown Point	3	0.02%
Dalton Highway (Roving Crew)	11	0.07%
Deadhorse	13	0.08%
Delta Junction	41	0.26%
Denali	2	0.01%
Dillingham	78	0.49%
Douglas	21	0.13%
Dutch Harbor	22	0.14%
Eagle	6	0.04%

City	Employee Count	Percentage
Eagle River	129	0.82%
Eielson Air Force Base	13	0.08%
Emmonak	12	0.08%
Ernestine	4	0.03%
Fairbanks	1616	10.23%
Finger Lake	6	0.04%
Fort Wainwright	7	0.04%
Fort Yukon	2	0.01%
Gakona	2	0.01%
Galena	9	0.06%
Girdwood	18	0.11%
Glennallen	30	0.19%
Gustavus	2	0.01%
Haines	46	0.29%
Harding Lake	1	0.01%
Healy	8	0.05%
Homer	147	0.93%
Hoonah	6	0.04%
Hooper Bay	2	0.01%
Iliamna	4	0.03%
Jim River	6	0.04%
Joint Base Elmendorf-Richardson	138	0.87%
Juneau	3247	20.55%
Kalsin Bay	2	0.01%
Kasilof	1	0.01%
Kenai	275	1.74%
Ketchikan	614	3.89%
King Salmon	53	0.34%
Klawock	6	0.04%
Kodiak	183	1.16%
Kotzebue	44	0.28%
Kulis Air National Guard Base	3	0.02%
Lake Hood	1	0.01%
Livengood	8	0.05%
Mackenzie Point	354	2.24%

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT AND PERCENTAGE BY LOCATION (CONT.)

City	Employee Count	Percentage
Manley Hot Springs	6	0.04%
McGrath	26	0.16%
Metlakatla	3	0.02%
Montana Creek	6	0.04%
Mount Edgecumbe	51	0.32%
Nancy	1	0.01%
Nelchina	4	0.03%
Nenana	7	0.04%
Nikiski	2	0.01%
Ninilchik	7	0.04%
Nome	185	1.17%
North Kenai Camp	4	0.03%
North Pole	1	0.01%
Northway	7	0.04%
O'Brian Creek	4	0.03%
Palmer	622	3.94%
Paxson	5	0.03%
Pelican	1	0.01%
Petersburg	46	0.29%
Port Alsworth	1	0.01%
Port Moller	12	0.08%
Quartz Creek	4	0.03%
Russian Mission	4	0.03%
Sag River	7	0.04%
Saint Marys	18	0.11%
Sand Point	5	0.03%
Seattle, WA	6	0.04%
Selawik	2	0.01%
Seldovia	1	0.01%
Seven Mile Camp	8	0.05%
Seward	263	1.66%
Silvertip	7	0.04%
Sitka	182	1.15%
Skagway	13	0.08%
Slana	7	0.04%

City	Employee Count	Percentage
Soldotna	213	1.35%
South Fork	2	0.01%
Sterling	2	0.01%
Sutton	1	0.01%
Talkeetna	2	0.01%
Tazlina	25	0.16%
Teller	1	0.01%
Tenakee Springs	1	0.01%
Thompson Pass	11	0.07%
Tok	50	0.32%
Trapper Creek	1	0.01%
Trimms Camp	3	0.02%
Unalakleet	6	0.04%
Unalaska	4	0.03%
Valdez	67	0.42%
Washington, DC	4	0.03%
Wasilla	244	1.54%
Whittier	6	0.04%
Willow	8	0.05%
Wrangell	21	0.13%
Yakutat	18	0.11%

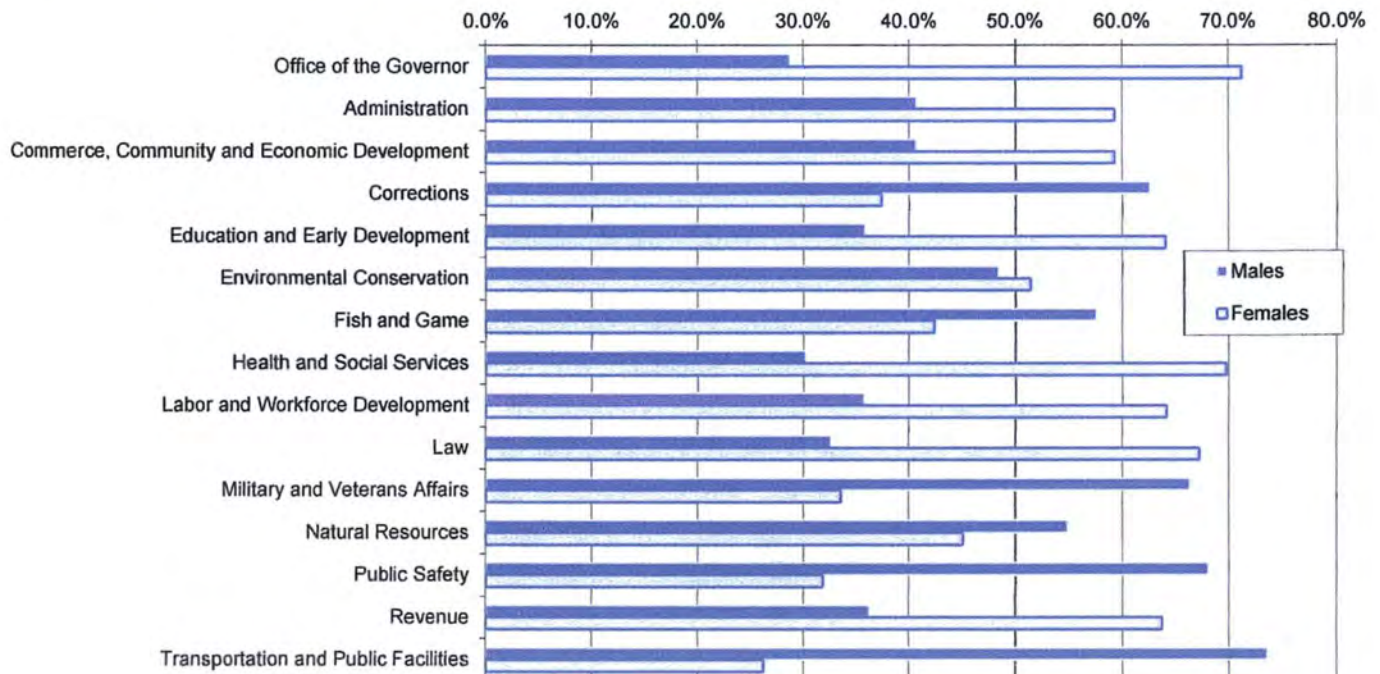


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

EMPLOYEE COUNT BY DEPARTMENT AND GENDER

Department	Males		Females	
	Count	Percentage	Count	Percentage
Office of the Governor	37	28.7%	92	71.3%
Administration	398	40.7%	579	59.3%
Commerce, Community and Economic Development	189	40.7%	275	59.3%
Corrections	1107	62.6%	661	37.4%
Education and Early Development	112	35.9%	200	64.1%
Environmental Conservation	237	48.5%	252	51.5%
Fish and Game	822	57.6%	605	42.4%
Health and Social Services	990	30.2%	2283	69.8%
Labor and Workforce Development	253	35.8%	454	64.2%
Law	167	32.7%	344	67.3%
Military and Veterans Affairs	164	66.4%	83	33.6%
Natural Resources	484	54.9%	397	45.1%
Public Safety	561	68.1%	263	31.9%
Revenue	184	36.3%	323	63.7%
Transportation and Public Facilities	2421	73.7%	862	26.3%
Statewide	8126	51.4%	7673	48.6%

CHART OF EMPLOYEE COUNT BY DEPARTMENT AND GENDER



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

MINORITY COUNT AND PERCENTAGE BY DEPARTMENT

Department	Minority Count	% of Minority Employees
Office of the Governor	30	23.3%
Administration	230	23.5%
Commerce, Community and Economic Development	85	18.3%
Corrections	394	22.3%
Education and Early Development	59	18.9%
Environmental Conservation	80	16.4%
Fish and Game	163	11.4%
Health and Social Services	1086	33.2%
Labor and Workforce Development	143	20.2%
Law	87	17.0%
Military and Veterans Affairs	54	21.9%
Natural Resource	103	11.7%
Public Safety	133	16.1%
Revenue	142	28.0%
Transportation and Public Facilities	640	19.5%
Statewide	3429	21.7%

Top Four Departments	% of Minorities
Health and Social Services	33.2%
Revenue	28.0%
Administration	23.5%
Office of the Governor	23.3%



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

NEW HIRE DATA

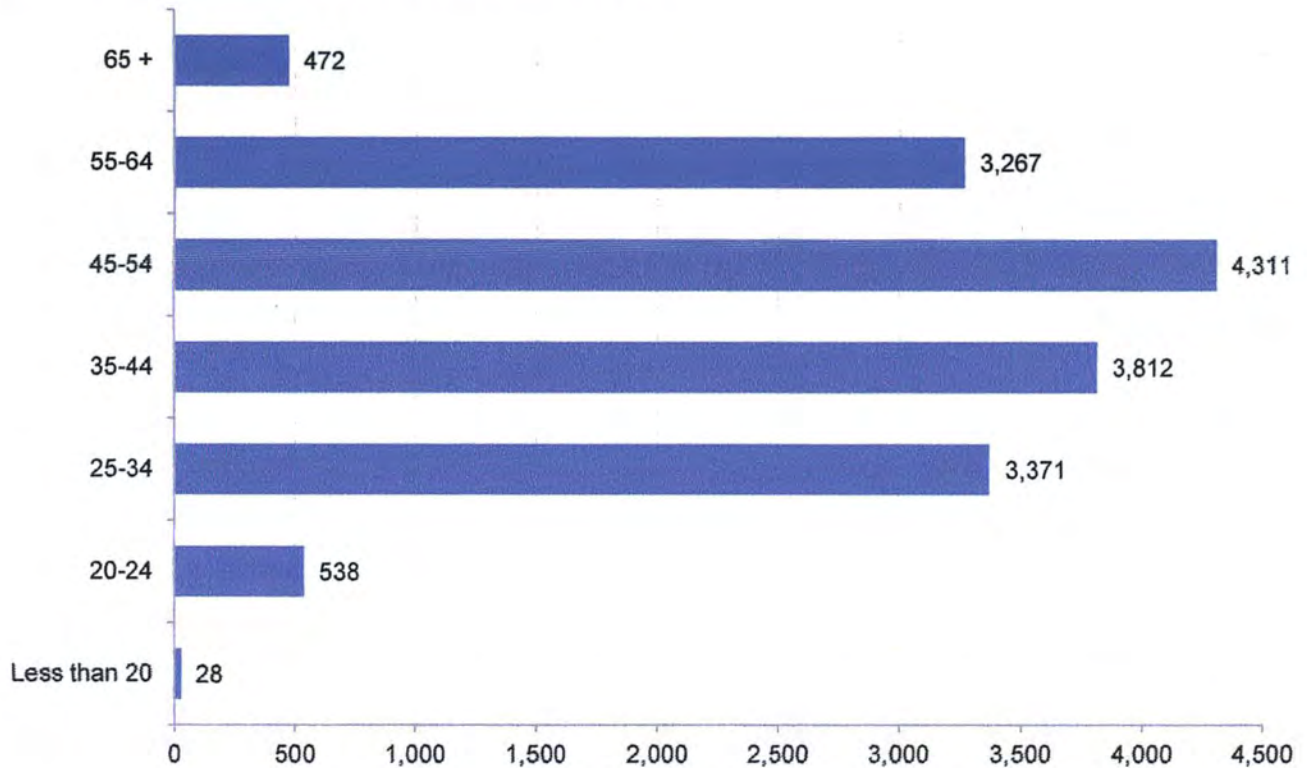
Department	New Hire Count	Average Age of New Hire	Average Age of New Hire	
			Male	Female
Office of the Governor	30	47.1	55.7	43.4
Administration	96	36.7	37.4	36.2
Commerce, Community and Economic Development	52	38.1	39.8	36.7
Corrections	206	36.4	34.8	39.0
Education and Early Development	32	39.6	41.8	38.3
Environmental Conservation	46	36.0	35.7	36.2
Fish and Game	161	32.0	31.5	32.5
Health and Social Services	406	37.9	38.8	37.5
Labor and Workforce Development	53	42.4	44.4	40.9
Law	40	34.0	33.8	34.1
Military and Veterans Affairs	29	38.9	37.1	42.3
Natural Resources	76	38.2	40.4	35.7
Public Safety	60	33.6	33.2	34.3
Revenue	46	36.7	36.5	36.9
Transportation and Public Facilities	274	39.0	38.8	39.5
Statewide	1607	37.3	37.3	37.2

New hire counts are permanent employees hired within the fiscal year who are still employed at the end of the fiscal year.

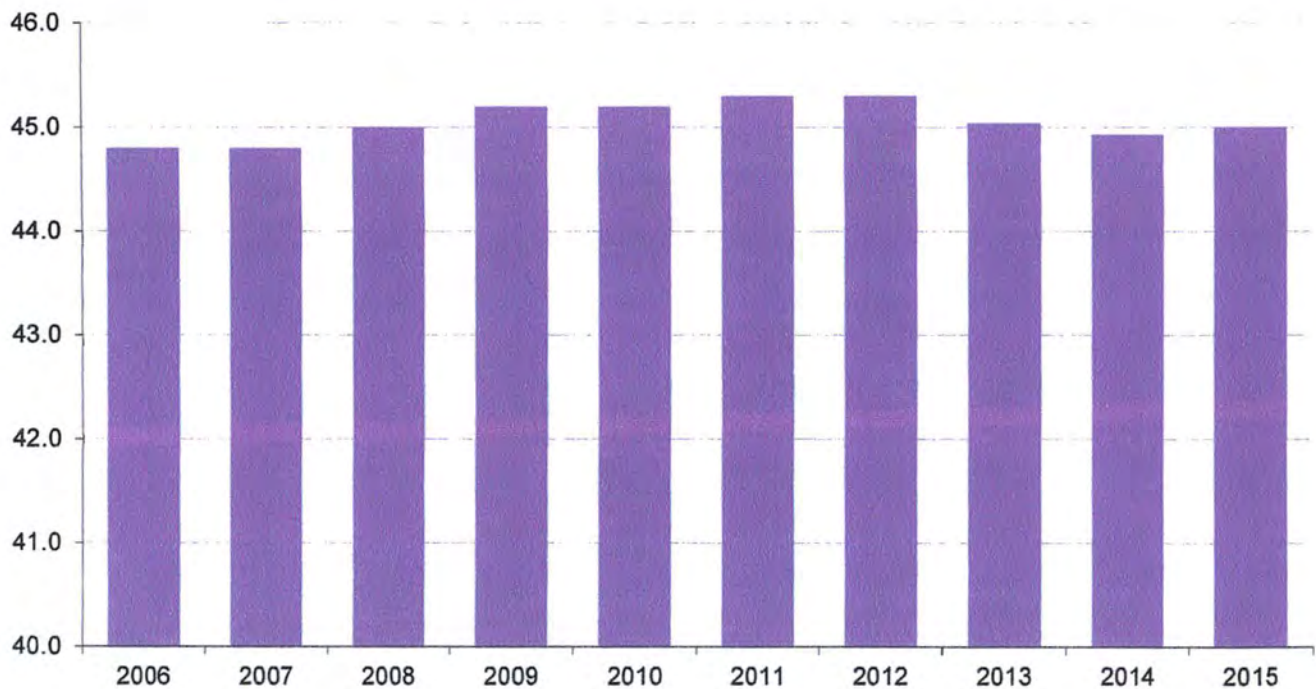
New Hire	Highest Average Age	Lowest Average Age
Overall Average	Office of the Governor (47.1)	Fish and Game (32)
Male	Office of the Governor (55.7)	Fish and Game (31.5)
Female	Office of the Governor (43.4)	Fish and Game (32.5)



EMPLOYEE COUNT BY AGE RANGE



AVERAGE AGE OF EMPLOYEES BY YEAR

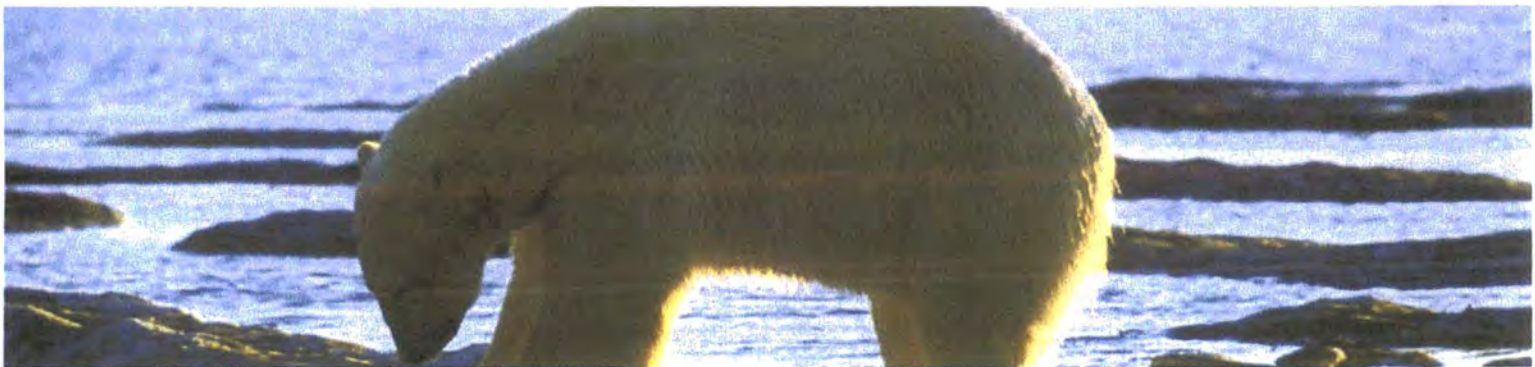


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE AGE BY DEPARTMENT AND GENDER

Department	Average Age	Average Age	
		Male	Female
Office of the Governor	45.6	47.2	45.0
Administration	43.9	44.5	43.5
Commerce, Community and Economic Development	46.1	47.4	45.3
Corrections	43.4	42.8	44.4
Education and Early Development	45.5	46.1	45.2
Environmental Conservation	45.1	46.6	43.7
Fish and Game	41.9	43.1	40.3
Health and Social Services	45.7	45.5	45.7
Labor and Workforce Development	48.7	48.4	48.8
Law	43.6	44.9	42.9
Military and Veterans Affairs	46.7	47.6	44.9
Natural Resources	45.3	44.8	45.9
Public Safety	42.3	41.4	44.0
Revenue	44.6	44.3	44.8
Transportation and Public Facilities	46.4	46.5	46.1
Statewide	45.0	45.0	44.9

Employees	Highest Average Age	Lowest Average Age
Overall Average	Labor and Workforce Development (48.7)	Fish and Game (41.9)
Male Average	Labor and Workforce Development (48.4)	Public Safety (41.4)
Female Average	Labor and Workforce Development (48.8)	Fish and Game (40.3)

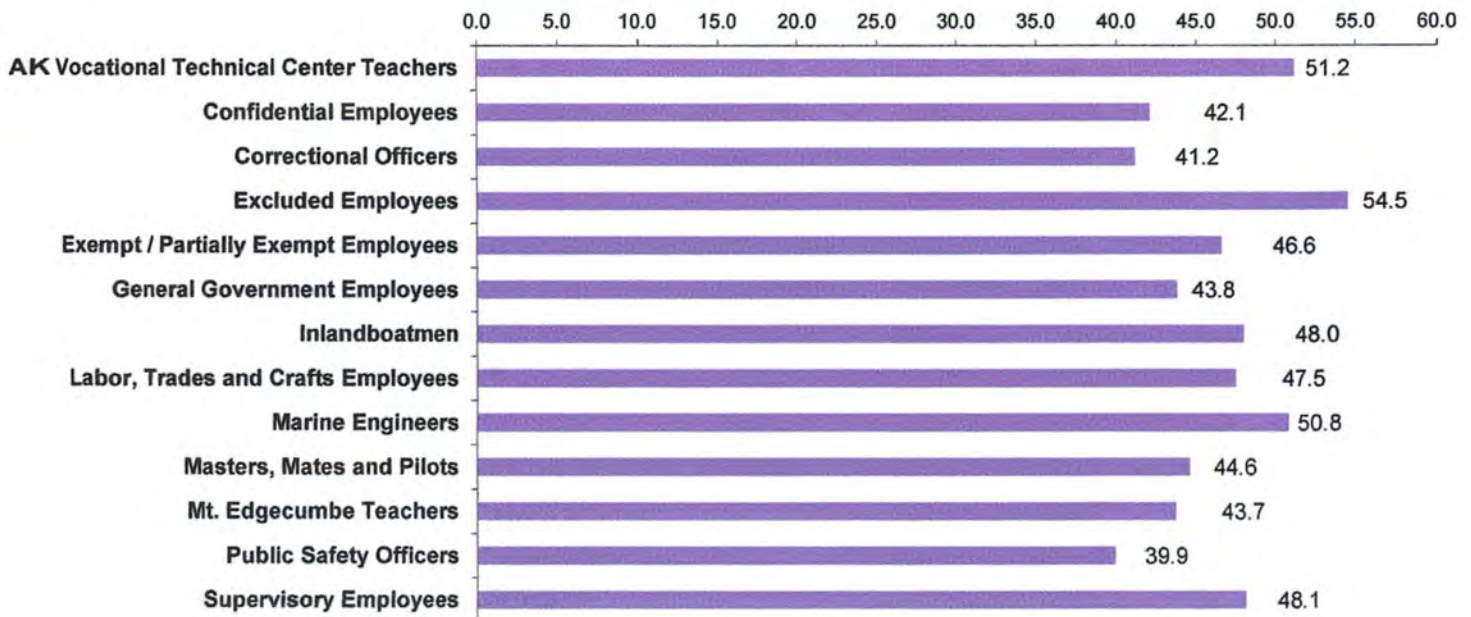


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE AGE BY BARGAINING UNIT

Bargaining Unit	Average Age
AK Vocational Technical Center Teachers	51.2
Confidential Employees	42.1
Correctional Officers	41.2
Excluded Employees	54.5
Exempt / Partially Exempt Employees	46.6
General Government Employees	43.8
Inlandboatmen	48.0
Labor, Trades and Crafts Employees	47.5
Marine Engineers	50.8
Masters, Mates and Pilots	44.6
Mt. Edgecumbe Teachers	43.7
Public Safety Officers	39.9
Supervisory Employees	48.1

CHART OF AVERAGE AGE BY BARGAINING UNIT



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE SALARY BY DEPARTMENT

Department	Statewide	
	Employee Count	Average Base Monthly Salary
Office of the Governor	129	\$6,849.88
Administration	977	\$5,941.84
Commerce, Community and Economic Development	464	\$6,075.82
Corrections	1768	\$5,279.58
Education and Early Development	312	\$5,887.81
Environmental Conservation	489	\$6,062.51
Fish and Game	1427	\$5,099.14
Health and Social Services	3273	\$5,129.27
Labor and Workforce Development	707	\$5,392.36
Law	511	\$7,049.31
Military and Veterans Affairs	247	\$5,291.73
Natural Resources	881	\$5,586.20
Public Safety	824	\$6,334.99
Revenue	507	\$5,988.85
Transportation and Public Facilities	3283	\$5,370.40
Statewide	15799	\$5,521.80

AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT

Bargaining Unit	General Government		Supervisory		Confidential	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor						
Administration	461	\$4,731.13	127	\$6,609.42	132	\$4,946.92
Commerce, Community and Economic Development	241	\$4,899.60	75	\$6,452.28	2	\$5,054.00
Corrections	515	\$4,721.68	158	\$7,036.14	9	\$5,221.22
Education and Early Development	134	\$5,140.81	37	\$7,173.51	1	\$6,242.00
Environmental Conservation	337	\$5,332.80	135	\$7,694.70	2	\$5,746.00
Fish and Game	975	\$4,262.10	394	\$6,872.92	3	\$5,453.83
Health and Social Services	2461	\$4,728.28	538	\$6,944.04	10	\$5,432.90
Labor and Workforce Development	491	\$4,891.28	120	\$6,791.22	2	\$5,331.50
Law	184	\$4,215.76	42	\$5,398.50	1	\$7,229.00
Military and Veterans Affairs	127	\$4,528.70	36	\$5,874.39	1	\$5,768.00
Natural Resources	585	\$4,748.51	168	\$6,898.15	3	\$5,301.08
Public Safety	305	\$4,396.96	83	\$8,062.16	2	\$5,560.50
Revenue	334	\$4,556.34	75	\$6,699.85	2	\$5,190.50
Transportation and Public Facilities	975	\$5,491.65	316	\$8,061.59	12	\$5,235.58
Statewide	8125	\$4,777.72	2304	\$7,080.83	182	\$5,068.18

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT (CONT.)

Bargaining Unit	Labor, Trades and Crafts		Correctional Officers		Public Safety Officers	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor						
Administration	25	\$4,552.15				
Commerce, Community and Economic Development						
Corrections	130	\$4,328.50	941	\$5,310.12		
Education and Early Development	5	\$4,346.55				
Environmental Conservation	6	\$4,671.88				
Fish and Game	11	\$5,094.52				
Health and Social Services	202	\$3,383.05				
Labor and Workforce Development	38	\$4,853.45				
Law						
Military and Veterans Affairs	52	\$4,381.19				
Natural Resources	49	\$4,220.06				
Public Safety	13	\$4,422.00			409	\$7,413.41
Revenue						
Transportation and Public Facilities	1123	\$4,794.63			71	\$6,183.49
Statewide	1654	\$4,550.53	941	\$5,310.12	480	\$7,231.49

Bargaining Unit	Marine Engineers		Masters, Mates and Pilots		Inlandboatmen	
	Employee Count	Average Salary	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor						
Administration						
Commerce, Community and Economic Development						
Corrections						
Education and Early Development						
Environmental Conservation						
Fish and Game						
Health and Social Services						
Labor and Workforce Development						
Law						
Military and Veterans Affairs						
Natural Resources						
Public Safety						
Revenue						
Transportation and Public Facilities	92	\$5,843.25	96	\$6,857.09	565	\$4,130.88
Statewide	92	\$5,843.25	96	\$6,857.09	565	\$4,130.88

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE BASE MONTHLY SALARY BY BARGAINING UNIT & DEPARTMENT (CONT.)

Bargaining Unit	AK Vocational Technical Teachers		Mt. Edgecumbe Teachers	
	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor				
Administration				
Commerce, Community and Economic Development				
Corrections				
Education and Early Development			27	\$5,576.02
Environmental Conservation				
Fish and Game				
Health and Social Services				
Labor and Workforce Development	33	\$6,590.81		
Law				
Military and Veterans Affairs				
Natural Resources				
Public Safety				
Revenue				
Transportation and Public Facilities				
Statewide	33	\$6,590.81	27	\$5,576.02

Bargaining Unit	Excluded		Exempt / Partially Exempt	
	Employee Count	Average Salary	Employee Count	Average Salary
Office of the Governor			129	\$6,849.88
Administration			232	\$8,697.97
Commerce, Community and Economic Development			146	\$7,838.00
Corrections			15	\$12,293.22
Education and Early Development			108	\$6,520.19
Environmental Conservation			9	\$9,900.67
Fish and Game			44	\$7,740.90
Health and Social Services			62	\$10,938.81
Labor and Workforce Development	3	\$7,829.00	20	\$7,987.65
Law			284	\$9,128.63
Military and Veterans Affairs			31	\$9,253.05
Natural Resources			76	\$10,026.22
Public Safety			12	\$9,092.25
Revenue			96	\$10,433.97
Transportation and Public Facilities			33	\$9,490.31
Statewide	3	\$7,829.00	1297	\$8,687.33

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

AVERAGE STATE SERVICE BY DEPARTMENT AND GENDER

Department	Average State Service	Male	Female
Office of the Governor	9.38	10.51	8.94
Administration	9.05	9.00	9.08
Commerce, Community and Economic Development	8.59	8.55	8.61
Corrections	8.10	8.22	7.91
Education and Early Development	9.79	9.51	9.94
Environmental Conservation	9.45	9.93	8.99
Fish and Game	8.64	9.66	7.25
Health and Social Services	8.59	8.67	8.56
Labor and Workforce Development	10.43	9.51	10.94
Law	9.30	9.53	9.19
Military and Veterans Affairs	7.80	8.10	7.23
Natural Resources	9.45	8.87	10.15
Public Safety	9.98	10.39	9.11
Revenue	9.43	9.58	9.35
Transportation and Public Facilities	9.30	9.51	8.73
Statewide	9.01	9.21	8.80

AVERAGE STATE SERVICE BY BARGAINING UNIT

Bargaining Unit	Average State Service
AK Vocational Technical Center Teachers	7.84
Confidential Employees	8.53
Correctional Officers	7.68
Excluded Employees	26.41
Exempt / Partially Exempt Employees	9.97
General Government Employees	7.86
Inlandboatmen	7.30
Labor, Trades and Crafts Employees	8.82
Marine Engineers	Not Available
Masters, Mates and Pilots	11.63
Mt. Edgecumbe Teachers	8.52
Public Safety Officers	10.22
Supervisory Employees	13.32

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT

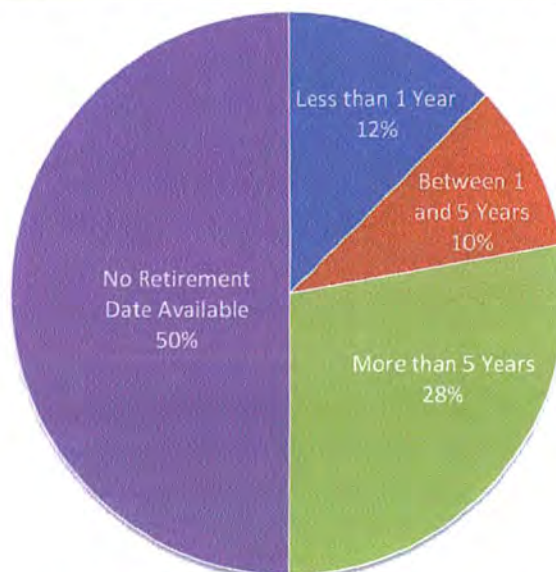
Department	Total Employees in R&B System	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 Years	% Between 1 and 5 Years	More than 5 Years	
Office of the Governor	127	19	15.0%	15	11.8%	26	67
Administration	971	104	10.7%	83	8.5%	293	491
Commerce, Community and Economic Development	459	66	14.4%	42	9.2%	114	237
Corrections	1758	192	10.9%	176	10.0%	382	1008
Education and Early Development	307	50	16.3%	31	10.1%	106	120
Environmental Conservation	486	61	12.6%	43	8.8%	136	246
Fish and Game	1408	159	11.3%	101	7.2%	480	668
Health and Social Services	3240	392	12.1%	274	8.5%	847	1727
Labor and Workforce Development	701	121	17.3%	89	12.7%	187	304
Law	507	64	12.6%	39	7.7%	140	264
Military and Veterans Affairs	242	27	11.2%	16	6.6%	62	137
Natural Resources	871	126	14.5%	82	9.4%	258	405
Public Safety	817	103	12.6%	113	13.8%	237	364
Revenue	505	55	10.9%	39	7.7%	151	260
Transportation and Public Facilities	3177	421	13.3%	359	11.3%	911	1486
Statewide	15576	1960	12.6%	1502	9.6%	4330	7784

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

PERCENTAGE OF EMPLOYEES BY RETIREMENT PROJECTION CATEGORY

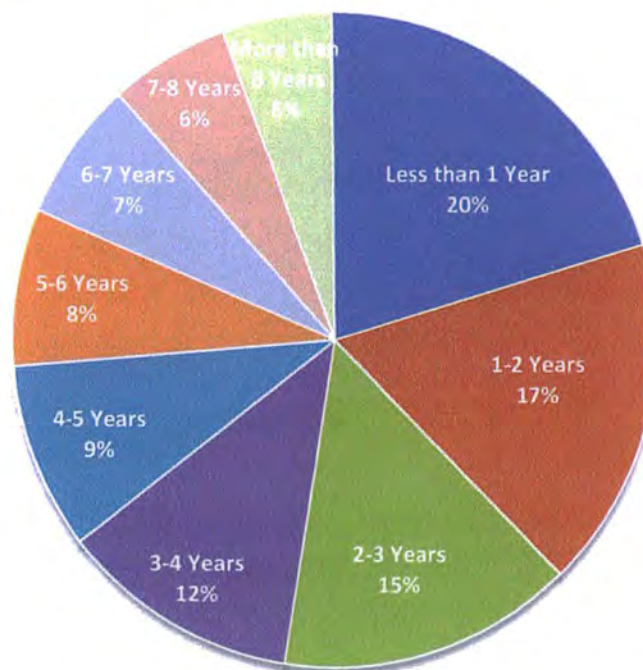


Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

TIER 4 EMPLOYEES YEARS OF STATE SERVICE

Department	Total Employee Count	Less than 1 Year	1-2 Years	2-3 Years	3-4 Years	4-5 Years	5-6 Years	6-7 Years	7-8 Years	More than 8 Years
Office of the Governor	67	22	10	6	8	7	9	2	3	0
Administration	491	82	84	74	64	60	40	31	23	33
Commerce, Community and Economic Development	237	30	44	45	35	25	13	14	19	12
Corrections	1008	177	219	208	92	71	50	78	53	60
Education and Early Development	102	26	21	17	7	9	4	6	9	3
Environmental Conservation	246	41	39	34	33	24	22	23	16	14
Fish and Game	667	263	111	69	64	53	38	30	21	18
Health and Social Services	1727	344	294	241	202	165	137	118	109	117
Labor and Workforce Development	304	39	50	34	45	30	33	32	25	16
Law	264	34	45	45	37	24	27	21	19	12
Military and Veterans Affairs	137	20	16	21	16	16	16	13	6	13
Natural Resources	404	76	66	62	53	33	44	24	24	22
Public Safety	364	61	49	47	36	34	31	36	43	27
Revenue	260	39	34	44	31	26	22	24	20	20
Transportation and Public Facilities	1486	324	264	207	204	142	117	90	76	62
Statewide	7764	1578	1346	1154	927	719	603	542	466	429

PERCENTAGE OF TIER 4 EMPLOYEES BY YEARS OF STATE SERVICE



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Office of the Governor							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	110	16	14.5%	14	12.7%	25	55
PA01 Executives and Senior Administrators	1	1	100.0%				
PB01 General Administration	4	1	25.0%				3
PF03 Special Social Service	9	1	11.1%			1	7
PI01 Legal Support and Related	1						1
PI02 Attorneys	2			1	50.0%		1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Administration							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	22	6	27.3%	3	13.6%	2	11
PA01 Executives and Senior Administrators	18	4	22.2%	1	5.6%	10	3
PB01 General Administration	60	5	8.3%	6	10.0%	14	35
PB02 Accounting and Fiscal	77	7	9.1%	10	13.0%	32	28
PB03 Personnel and Employee Relations	171	19	11.1%	13	7.6%	52	87
PB04 Information Technology	107	19	17.8%	12	11.2%	41	35
PB05 Statistics and Research Analysis	2					1	1
PB06 Supply	26	1	3.8%	4	15.4%	7	14
PB99 Administrative classes not otherwise described	26	3	11.5%	1	3.8%	15	7
PC05 Revenue and Audit	2	1	50.0%			1	
PD01 Government Management and Operations	1						1
PD09 Property Management	2			1	50.0%		1
PE02 Teaching and Instruction	4					2	2
PE06 Arts, Photography, and Information	6					1	5
PF02 Social Work	1						1
PF03 Special Social Service	19	3	15.8%	2	10.5%	9	5
PH03 Natural Resources and Forestry	1						1
PI01 Legal Support and Related	71	4	5.6%	3	4.2%	13	51
PI02 Attorneys	164	12	7.3%	8	4.9%	51	93
PI03 Judges and Adjudicators	12			5	41.7%	3	4
PI04 Evidence Investigation	19	6	31.6%	3	15.8%	4	6
PI05 Legal Document Processing	115	7	6.1%	7	6.1%	29	72
PK03 Engineering, Unlicensed	5	1	20.0%			1	3
PK04 Engineering, Licensed	1	1	100.0%				
PL04 Building and Facility Maintenance	23	2	8.7%	2	8.7%	1	18
PL08 Office Equipment Operation	16	3	18.8%	2	12.5%	4	7

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Commerce, Community and Economic Development							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	125	19	15.2%	14	11.2%	26	66
PA01 Executives and Senior Administrators	13	1	7.7%	4	30.8%		8
PB01 General Administration	54	5	9.3%	3	5.6%	9	37
PB02 Accounting and Fiscal	26	5	19.2%			6	15
PB03 Personnel and Employee Relations	2					1	1
PB04 Information Technology	20	1	5.0%	1	5.0%	10	8
PB05 Statistics and Research Analysis	3	1	33.3%				2
PB06 Supply	4			1	25.0%	3	
PB99 Administrative classes not otherwise described	4			1	25.0%	1	2
PC01 Business Finance	28	3	10.7%	1	3.6%	13	11
PC02 Business Regulation and Compliance	83	12	14.5%	7	8.4%	20	44
PC05 Revenue and Audit	2	1	50.0%			1	
PD01 Government Management and Operations	33	9	27.3%	3	9.1%	8	13
PD03 Development and Infrastructure Planning	11			1	9.1%	4	6
PD06 Ferry System Administration	1						1
PD08 Real Estate Appraisal	1			1	100.0%		
PE06 Arts, Photography, and Information	3					1	2
PG03 Nursing, Professional	1	1	100.0%				
PI01 Legal Support and Related	11	1	9.1%	1	9.1%	3	6
PI03 Judges and Adjudicators	4	1	25.0%	1	25.0%	1	1
PI04 Evidence Investigation	27	5	18.5%	3	11.1%	5	14
PK03 Engineering, Unlicensed	3	1	33.3%			2	
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Corrections							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	7	1	14.3%	1	14.3%	1	4
PA01 Executives and Senior Administrators	9	4	44.4%			4	1
PB01 General Administration	89	16	18.0%	2	2.2%	16	55
PB02 Accounting and Fiscal	29	1	3.4%	2	6.9%	6	20
PB03 Personnel and Employee Relations	9			1	11.1%	2	6
PB04 Information Technology	16	2	12.5%	3	18.8%	4	7
PB05 Statistics and Research Analysis	2					2	
PB06 Supply	21	3	14.3%	3	14.3%	5	10
PB99 Administrative classes not otherwise described	2						2
PD01 Government Management and Operations	3					3	
PD09 Property Management	3			2	66.7%		1
PE01 Education Programs	18	3	16.7%	4	22.2%	2	9
PE02 Teaching and Instruction	4						4
PF02 Social Work	2					2	
PF03 Special Social Service	2						2
PG01 Health Administration	9	2	22.2%			1	6
PG03 Nursing, Professional	103	6	5.8%	11	10.7%	13	73
PG04 Medical, Professional	10					1	9
PG05 Mental and Behavioral Health Services	37	7	18.9%	3	8.1%	4	23
PG06 Special Health Services	5	1	20.0%	1	20.0%	2	1
PI01 Legal Support and Related	64	8	12.5%	5	7.8%	14	37
PJ03 Corrections	987	100	10.1%	108	10.9%	209	570
PJ04 Probation and Parole	196	21	10.7%	20	10.2%	68	87
PL01 Food and Custodial Services	64	3	4.7%	8	12.5%	11	42
PL02 Aircraft, Automobile, or Vessel Maintenance	4	1	25.0%			1	2
PL04 Building and Facility Maintenance	61	13	21.3%	2	3.3%	11	35
PL08 Office Equipment Operation	2						2

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Education and Early Development							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	122	19	15.6%	18	14.8%	37	48
PA01 Executives and Senior Administrators	7	4	57.1%			3	
PB01 General Administration	17	4	23.5%	2	11.8%	4	7
PB02 Accounting and Fiscal	7					5	2
PB03 Personnel and Employee Relations	1						1
PB04 Information Technology	10	1	10.0%			6	3
PB05 Statistics and Research Analysis	5	1	20.0%	1	20.0%	3	
PB06 Supply	1					1	
PB99 Administrative classes not otherwise described	7					3	4
PC01 Business Finance	13	2	15.4%			8	3
PD01 Government Management and Operations	1					1	
PD09 Property Management	2	1	50.0%			1	
PE01 Education Programs	49	6	12.2%	7	14.3%	15	21
PE03 Student Services	5			1	20.0%	1	3
PE04 Library and Archives	27	7	25.9%			11	9
PE05 Anthropological Research and Education	6			1	16.7%	3	2
PE06 Arts, Photography, and Information	7	1	14.3%			2	4
PF02 Social Work	3						3
PG05 Mental and Behavioral Health Services	1						1
PH04 Parks	6	1	16.7%			2	3
PK05 Architecture and Landscape Architecture	1	1	100.0%				
PL04 Building and Facility Maintenance	6						6
PL08 Office Equipment Operation	3	2	66.7%	1	33.3%		

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Environmental Conservation							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	1						1
PA01 Executives and Senior Administrators	9	1	11.1%	3	33.3%	3	2
PB01 General Administration	44	6	13.6%	3	6.8%	10	25
PB02 Accounting and Fiscal	31	5	16.1%	1	3.2%	9	16
PB03 Personnel and Employee Relations	2					2	
PB04 Information Technology	34	2	5.9%	3	8.8%	10	19
PB05 Statistics and Research Analysis	1					1	
PB06 Supply	7	2	28.6%			1	4
PB99 Administrative classes not otherwise described	7			1	14.3%		6
PC01 Business Finance	2					2	
PC04 Environmental Health	25	4	16.0%	2	8.0%	3	16
PD01 Government Management and Operations	4	1	25.0%				3
PD02 Economic Research	1						1
PE06 Arts, Photography, and Information	2	1	50.0%				1
PG04 Medical, Professional	2	1	50.0%			1	
PG07 Health Laboratory and Related	13					2	11
PI04 Evidence Investigation	2					1	1
PK01 Physical Science Specialists	7					3	4
PK02 Environmental Science Specialists	225	25	11.1%	19	8.4%	75	106
PK03 Engineering, Unlicensed	28	1	3.6%	3	10.7%	7	17
PK04 Engineering, Licensed	34	12	35.3%	7	20.6%	6	9
PL04 Building and Facility Maintenance	5			1	20.0%		4

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Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Fish and Game							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	29	5	17.2%	1	3.4%	13	10
PA01 Executives and Senior Administrators	14	3	21.4%	4	28.6%	6	1
PB01 General Administration	88	12	13.6%	7	8.0%	23	46
PB02 Accounting and Fiscal	41	5	12.2%			13	23
PB03 Personnel and Employee Relations	3					1	2
PB04 Information Technology	64	6	9.4%	4	6.3%	34	20
PB05 Statistics and Research Analysis	19	2	10.5%	1	5.3%	8	8
PB06 Supply	7	2	28.6%	1	14.3%	1	3
PB99 Administrative classes not otherwise described	18	3	16.7%	2	11.1%	10	3
PC01 Business Finance	1	1	100.0%				
PC02 Business Regulation and Compliance	1						1
PD01 Government Management and Operations	1					1	
PD02 Economic Research	1						1
PD03 Development and Infrastructure Planning	1	1	100.0%				
PE01 Education Programs	12			1	8.3%	6	5
PE04 Library and Archives	1	1	100.0%				
PE05 Anthropological Research and Education	22	2	9.1%	1	4.5%	5	14
PE06 Arts, Photography, and Information	21	2	9.5%	2	9.5%	6	11
PG04 Medical, Professional	1					1	
PG07 Health Laboratory and Related	3	1	33.3%				2
PH01 Fish and Wildlife	1024	109	10.6%	74	7.2%	340	501
PH03 Natural Resources and Forestry	4	1	25.0%			2	1
PK04 Engineering, Licensed	1					1	
PL02 Aircraft, Automobile, or Vessel Maintenance	2						2
PL04 Building and Facility Maintenance	11	2	18.2%	2	18.2%	2	5
PL07 Vessel and Aircraft Operation	18	1	5.6%	1	5.6%	7	9

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Health and Social Services							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	41	4	9.8%	4	9.8%	10	23
PA01 Executives and Senior Administrators	22	7	31.8%	5	22.7%	9	1
PB01 General Administration	374	46	12.3%	29	7.8%	80	219
PB02 Accounting and Fiscal	81	4	4.9%	10	12.3%	20	47
PB03 Personnel and Employee Relations	10			1	10.0%	4	5
PB04 Information Technology	110	16	14.5%	11	10.0%	39	44
PB05 Statistics and Research Analysis	35	1	2.9%	3	8.6%	9	22
PB06 Supply	18	3	16.7%	1	5.6%	6	8
PB99 Administrative classes not otherwise described	60	10	16.7%	3	5.0%	19	28
PC01 Business Finance	18	2	11.1%	4	22.2%	8	4
PC02 Business Regulation and Compliance	60	7	11.7%	2	3.3%	24	27
PC03 Safety Inspection	1	1	100.0%				
PC05 Revenue and Audit	16	1	6.3%	3	18.8%	2	10
PD01 Government Management and Operations	5			1	20.0%	1	3
PD03 Development and Infrastructure Planning	1						1
PD04 Emergency Planning and Response	1						1
PD09 Property Management	7	2	28.6%	1	14.3%	2	2
PE01 Education Programs	1						1
PE02 Teaching and Instruction	12			2	16.7%	4	6
PE03 Student Services	2	1	50.0%				1
PE06 Arts, Photography, and Information	13	1	7.7%			7	5
PF01 Public Programs	442	48	10.9%	36	8.1%	147	211
PF02 Social Work	354	30	8.5%	10	2.8%	91	223
PF03 Special Social Service	9	1	11.1%	1	11.1%	1	6
PF05 Labor and Employment Services	24	4	16.7%	5	20.8%	8	7
PG01 Health Administration	200	37	18.5%	19	9.5%	49	95
PG02 Nursing, Assistive	336	38	11.3%	27	8.0%	72	199

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Health and Social Services							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PG03 Nursing, Professional	279	46	16.5%	24	8.6%	38	171
PG04 Medical, Professional	9	3	33.3%			2	4
PG05 Mental and Behavioral Health Services	53	13	24.5%	4	7.5%	11	25
PG06 Special Health Services	38	6	15.8%	6	15.8%	11	15
PG07 Health Laboratory and Related	29	2	6.9%	3	10.3%	5	19
PI01 Legal Support and Related	11	1	9.1%			3	7
PI04 Evidence Investigation	22	3	13.6%	1	4.5%	10	8
PJ03 Corrections	250	16	6.4%	24	9.6%	81	129
PJ04 Probation and Parole	90	10	11.1%	11	12.2%	31	38
PK01 Physical Science Specialists	3					2	1
PL01 Food and Custodial Services	157	20	12.7%	18	11.5%	31	88
PL04 Building and Facility Maintenance	44	8	18.2%	5	11.4%	10	21
PL08 Office Equipment Operation	2						2
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Labor and Workforce Development							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	14	5	35.7%	2	14.3%	1	6
PA01 Executives and Senior Administrators	12	1	8.3%	3	25.0%	4	4
PB01 General Administration	59	7	11.9%	9	15.3%	9	34
PB02 Accounting and Fiscal	42	4	9.5%	2	4.8%	12	24
PB03 Personnel and Employee Relations	3	1	33.3%			1	1
PB04 Information Technology	29	5	17.2%	5	17.2%	13	6
PB05 Statistics and Research Analysis	19	7	36.8%			5	7
PB06 Supply	6	1	16.7%	2	33.3%	1	2
PB99 Administrative classes not otherwise described	16	4	25.0%	2	12.5%	6	4
PC01 Business Finance	5			1	20.0%	2	2
PC02 Business Regulation and Compliance	15	3	20.0%			2	10
PC03 Safety Inspection	37	7	18.9%	4	10.8%	4	22
PC05 Revenue and Audit	1	1	100.0%				
PD01 Government Management and Operations	3	1	33.3%	1	33.3%		1
PD02 Economic Research	13	1	7.7%			5	7
PD03 Development and Infrastructure Planning	19	2	10.5%	3	15.8%	10	4
PE01 Education Programs	11	2	18.2%	1	9.1%	3	5
PE02 Teaching and Instruction	29	1	3.4%	4	13.8%	6	18
PE03 Student Services	4	1	25.0%	1	25.0%		2
PE06 Arts, Photography, and Information	3					3	
PF01 Public Programs	31	7	22.6%	4	12.9%	3	17
PF03 Special Social Service	1					1	
PF04 Vocational Rehabilitation	69	12	17.4%	7	10.1%	22	28
PF05 Labor and Employment Services	214	42	19.6%	30	14.0%	63	79
PI01 Legal Support and Related	1						1
PI03 Judges and Adjudicators	11	2	18.2%			4	5
PI04 Evidence Investigation	14	1	7.1%	3	21.4%	5	5

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Labor and Workforce Development							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PL01 Food and Custodial Services	13	2	15.4%	5	38.5%	1	5
PL04 Building and Facility Maintenance	5	1	20.0%				4
PL08 Office Equipment Operation	2					1	1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
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RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Law							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	1					1	
PA01 Executives and Senior Administrators	6	3	50.0%			3	
PB01 General Administration	25	2	8.0%	4	16.0%	3	16
PB02 Accounting and Fiscal	10	3	30.0%	2	20.0%		5
PB03 Personnel and Employee Relations	1					1	
PB04 Information Technology	12					2	10
PB06 Supply	1					1	
PC02 Business Regulation and Compliance	5	2	40.0%	1	20.0%	1	1
PC05 Revenue and Audit	1					1	
PD01 Government Management and Operations	1						1
PI01 Legal Support and Related	165	10	6.1%	14	8.5%	44	97
PI02 Attorneys	273	42	15.4%	17	6.2%	81	133
PI04 Evidence Investigation	6	2	33.3%	1	16.7%	2	1
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Military and Veterans Affairs							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	20	3	15.0%	1	5.0%	6	10
PA01 Executives and Senior Administrators	7	2	28.6%	2	28.6%	2	1
PB01 General Administration	23	1	4.3%	2	8.7%	7	13
PB02 Accounting and Fiscal	12			1	8.3%	5	6
PB03 Personnel and Employee Relations	1						1
PB04 Information Technology	8			1	12.5%	3	4
PB06 Supply	9	1	11.1%			1	7
PB99 Administrative classes not otherwise described	4			1	25.0%	1	2
PC01 Business Finance	7	1	14.3%			1	5
PD01 Government Management and Operations	2					1	1
PD03 Development and Infrastructure Planning	2					1	1
PD04 Emergency Planning and Response	38	4	10.5%	4	10.5%	8	22
PD09 Property Management	4					1	3
PE02 Teaching and Instruction	18	1	5.6%	1	5.6%	7	9
PE03 Student Services	27	1	3.7%			4	22
PE06 Arts, Photography, and Information	3					1	2
PG03 Nursing, Professional	1						1
PG04 Medical, Professional	1			1	100.0%		
PG05 Mental and Behavioral Health Services	1						1
PK02 Environmental Science Specialists	4	1	25.0%				3
PK03 Engineering, Unlicensed	2	1	50.0%				1
PL01 Food and Custodial Services	11	3	27.3%			1	7
PL03 Equipment Operation	3			1	33.3%		2
PL04 Building and Facility Maintenance	34	8	23.5%	1	2.9%	12	13

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

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Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Natural Resources							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	63	9	14.3%	10	15.9%	19	25
PA01 Executives and Senior Administrators	15	5	33.3%	3	20.0%	2	5
PB01 General Administration	72	9	12.5%	9	12.5%	26	28
PB02 Accounting and Fiscal	37	11	29.7%	5	13.5%	12	9
PB03 Personnel and Employee Relations	3	1	33.3%				2
PB04 Information Technology	55	8	14.5%	4	7.3%	20	23
PB06 Supply	5	2	40.0%	1	20.0%		2
PB99 Administrative classes not otherwise described	9	2	22.2%			2	5
PC01 Business Finance	4	1	25.0%	1	25.0%		2
PC03 Safety Inspection	1	1	100.0%				
PC05 Revenue and Audit	7					4	3
PD01 Government Management and Operations	2					1	1
PD02 Economic Research	1						1
PD03 Development and Infrastructure Planning	2					2	
PD04 Emergency Planning and Response	23	3	13.0%	7	30.4%	2	11
PD05 Airport Administration	1	1	100.0%				
PD08 Real Estate Appraisal	4					3	1
PE02 Teaching and Instruction	1	1	100.0%				
PE05 Anthropological Research and Education	17	4	23.5%			1	12
PE06 Arts, Photography, and Information	7	2	28.6%	1	14.3%		4
PH02 Agriculture	9					2	7
PH03 Natural Resources and Forestry	346	36	10.4%	21	6.1%	110	179
PH04 Parks	42	8	19.0%	4	9.5%	17	13
PI05 Legal Document Processing	38	8	21.1%	6	15.8%	4	20
PJ03 Corrections	3	2	66.7%				1
PK01 Physical Science Specialists	35	3	8.6%	3	8.6%	11	18

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Natural Resources							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PK02 Environmental Science Specialists	1						1
PK03 Engineering, Unlicensed	12	1	8.3%			2	9
PK04 Engineering, Licensed	5			1	20.0%	4	
PK07 Land Surveying	16	4	25.0%	2	12.5%	4	6
PL01 Food and Custodial Services	3					2	1
PL02 Aircraft, Automobile, or Vessel Maintenance	7	2	28.6%			3	2
PL03 Equipment Operation	1	1	100.0%				
PL04 Building and Facility Maintenance	21	1	4.8%	3	14.3%	4	13
PL07 Vessel and Aircraft Operation	3			1	33.3%	1	1

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Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

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RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Public Safety							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	3	1	33.3%	1	33.3%		1
PA01 Executives and Senior Administrators	8	5	62.5%			2	1
PB01 General Administration	108	15	13.9%	10	9.3%	28	55
PB02 Accounting and Fiscal	14			3	21.4%	2	9
PB03 Personnel and Employee Relations	2	1	50.0%			1	
PB04 Information Technology	24	3	12.5%	1	4.2%		20
PB05 Statistics and Research Analysis	5			2	40.0%	1	2
PB06 Supply	8	1	12.5%			2	5
PB99 Administrative classes not otherwise described	10	4	40.0%			3	3
PC01 Business Finance	2			1	50.0%	1	
PC02 Business Regulation and Compliance	1					1	
PD01 Government Management and Operations	2	1	50.0%	1	50.0%		
PD03 Development and Infrastructure Planning	1					1	
PD04 Emergency Planning and Response	31					10	21
PD05 Airport Administration	1						1
PD09 Property Management	1						1
PE06 Arts, Photography, and Information	4					2	2
PI01 Legal Support and Related	67	3	4.5%	8	11.9%	15	41
PI04 Evidence Investigation	38	4	10.5%	1	2.6%	8	25
PJ01 Law Enforcement	441	60	13.6%	78	17.7%	143	160
PJ02 Fire Fighting and Inspection	17	3	17.6%	3	17.6%	6	5
PL01 Food and Custodial Services	2					1	1
PL02 Aircraft, Automobile, or Vessel Maintenance	9			2	22.2%	4	3
PL04 Building and Facility Maintenance	4	1	25.0%	1	25.0%	1	1
PL07 Vessel and Aircraft Operation	13			1	7.7%	5	7
PL08 Office Equipment Operation	1	1	100.0%				
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Revenue							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	85	8	9.4%	11	12.9%	33	33
PA01 Executives and Senior Administrators	9	1	11.1%			3	5
PB01 General Administration	63	4	6.3%	3	4.8%	10	46
PB02 Accounting and Fiscal	58	4	6.9%	6	10.3%	18	30
PB03 Personnel and Employee Relations	2						2
PB04 Information Technology	33	5	15.2%	4	12.1%	9	15
PB05 Statistics and Research Analysis	1						1
PB06 Supply	1					1	
PB99 Administrative classes not otherwise described	2					2	
PC05 Revenue and Audit	68	6	8.8%	5	7.4%	24	33
PD01 Government Management and Operations	2						2
PD02 Economic Research	8	1	12.5%			1	6
PE06 Arts, Photography, and Information	1					1	
PF01 Public Programs	148	21	14.2%	10	6.8%	40	77
PG01 Health Administration	1						1
PI04 Evidence Investigation	10	1	10.0%			6	3
PL08 Office Equipment Operation	13	4	30.8%			3	6
Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.							
Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.							
Calculations are based on retirement dates projected by Division of Retirement & Benefits.							

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Transportation and Public Facilities							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
Exempt	40	6	15.0%	5	12.5%	17	12
Exempt Marine	626	88	14.1%	64	10.2%	177	297
PA01 Executives and Senior Administrators	23	8	34.8%	3	13.0%	9	3
PB01 General Administration	170	25	14.7%	17	10.0%	39	89
PB02 Accounting and Fiscal	79	8	10.1%	12	15.2%	20	39
PB03 Personnel and Employee Relations	12					6	6
PB04 Information Technology	49	8	16.3%	3	6.1%	18	20
PB05 Statistics and Research Analysis	11					5	6
PB06 Supply	69	11	15.9%	11	15.9%	18	29
PB99 Administrative classes not otherwise described	3			1	33.3%		2
PC01 Business Finance	2	1	50.0%	1	50.0%		
PC03 Safety Inspection	41	5	12.2%	2	4.9%	11	23
PC05 Revenue and Audit	6	1	16.7%			2	3
PD01 Government Management and Operations	7			2	28.6%	3	2
PD03 Development and Infrastructure Planning	60	15	25.0%	4	6.7%	19	22
PD04 Emergency Planning and Response	20			4	20.0%	4	12
PD05 Airport Administration	22	3	13.6%	5	22.7%	6	8
PD06 Ferry System Administration	85	8	9.4%	6	7.1%	17	54
PD07 Maintenance Administration	29	5	17.2%	8	27.6%	10	6
PD08 Real Estate Appraisal	45	7	15.6%	7	15.6%	10	21
PD09 Property Management	30	7	23.3%	6	20.0%	12	5
PE02 Teaching and Instruction	3					3	
PE06 Arts, Photography, and Information	6					3	3
PF03 Special Social Service	9	1	11.1%	1	11.1%	2	5
PJ02 Fire Fighting and Inspection	74	5	6.8%	12	16.2%	24	33
PK01 Physical Science Specialists	8			2	25.0%	2	4
PK02 Environmental Science Specialists	47	6	12.8%	3	6.4%	11	27

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.

Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

RETIREMENT PROJECTIONS BY DEPARTMENT & JOB CLASS FAMILY

Department of Transportation and Public Facilities							
Job Class Family	Employee Count	Eligible to Retire					No Retirement Date Available
		Less than 1 Year	% Less than 1 Year	Between 1 and 5 years	% Between 1 and 5 years	More than 5 years	
PK03 Engineering, Unlicensed	299	39	13.0%	19	6.4%	106	135
PK04 Engineering, Licensed	175	20	11.4%	25	14.3%	85	45
PK06 Vessel Construction	4	2	50.0%	1	25.0%	1	
PK07 Land Surveying	31	3	9.7%	2	6.5%	8	18
PK08 Cartography and Drafting	18	4	22.2%	4	22.2%	1	9
PL01 Food and Custodial Services	57	11	19.3%	9	15.8%	5	32
PL02 Aircraft, Automobile, or Vessel Maintenance	140	18	12.9%	20	14.3%	37	65
PL03 Equipment Operation	556	65	11.7%	67	12.1%	154	270
PL04 Building and Facility Maintenance	178	30	16.9%	25	14.0%	43	80
PL05 Instrument Technicians	2						2
PL06 Construction Support	138	11	8.0%	7	5.1%	23	97
PL08 Office Equipment Operation	3			1	33.3%		2

Employees in the licensed engineers bargaining unit, some employees on approved leave without pay on June 30, 2015, and other records being audited by Retirement & Benefits at the time of this report are not included in these calculations.

Tier 4 employees hired on July 1, 2006 or after are included in the "No Retirement Date Available" column.

Calculations are based on retirement dates projected by Division of Retirement & Benefits.



Executive Branch Employees: Classified (Permanent, Probationary, and Provisional), Partially Exempt, and Exempt

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The Workforce Profile is written by and produced for the employees and clients of the Department of Administration, Division of Personnel & Labor Relations. It is published once per year.

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April 19, 2016

The Alaska Chamber is supportive of House Bill 379 – a bill that checks automatic pay raises when oil revenues are low. As such, we've compiled the following list of cost reduction measures taken by our members.

- Reducing their work force, laying-off employees
- Freezing employee pay
- Reducing employee pay
- Furloughing employees
- Eliminating overtime pay
- Lowering contributions to 401K retirement plans
- Lowering contributions to health insurance plans
- Renegotiating vendor contracts
- Decreasing capital investment
- Streamlining operating costs
- Eliminate discretionary spending
- Downsizing their footprint – Moving into smaller space
- Eliminate employee perks
- Selling off equipment

Thank you for the opportunity to share this information with you.

Sincerely,

Curtis W. Thayer
President and CEO

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 11:47 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Unacceptable

-----Original Message-----

From: N8s [mailto:n8amazon@n8amazon.com]
Sent: Wednesday, April 20, 2016 11:16 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Unacceptable

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver. HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the ASEA contract. This agreement is expected to save the State at least \$7 million in the first year. State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees. Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward. Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Nate Brazington

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 5:00 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Patricia Bower [mailto:pbower01@yahoo.com]

Sent: Tuesday, April 19, 2016 4:36 PM

To: Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>

Subject: HB 379

Dear Representative Munoz, Senator Egan, and House Finance Committee members,

I live and work in Juneau, Alaska where the cost of living is high and wages are far below average wages in the lower 48 private sector. It is a beautiful place to grow a family but, a difficult place to earn a fair wage and feed your family. The generous leave and retirement benefits attracted me to state employment. Also it was a vocation where I could make a difference and help others through service. I am one of many state workers who have worked hard to find ways to save government spending, to work harder, more efficiently, and to pull together for the greater good.

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

HB 379 will destroy morale among state workers and may well catapult a landslide of workers into a high gear silver tsunami. With more budget cuts, layoffs pending, and now potential withholding of merit increases, retirements will increase rapidly. The brain drain is a term used to describe loss of historical knowledge as older workers leave the workforce. In effect by forcing out existing workforce, you will implement the brain drain. Your effort to withhold merit increases will cost the state money and cause inefficiencies in government, re-training, recreating the wheel, and in many cases a revolving door to unemployment. This will not be good for the local economy or the state budget.

Ask yourselves: What will happen to the real estate market as retirees and workers move away? How will this affect the private sector? What will the state do if their workforce must begin in infancy? How will the state recruit and keep good staff to do the important work we do daily? Certainly a caveat of merit increases after \$90 ppb of oil will not attract new hires. There are many experienced and knowledgeable state employees, eligible to retire or very close, who would prefer to work awhile longer. Don't encourage them to leave employment now. HB 379 is a ticket to mass retirements and disgruntled employees.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. **The budget process requires revenue reform to move Alaska forward.**

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Craig Johnson said, "It is unconscionable to be giving raises". Do you know what I think is unconscionable? House members receive a base \$50,400 per year, plus per diem and office expenses, so the range in 2013 was from \$72,459 (Les Gara – sorry, Les not really picking on you) to \$91,339 (Mike Chennault). Not bad for a 90 day part-time gig...I think a special session for a group of high salaried legislators is unconscionable and HB 379 is grasping at straws. You folks can probably afford to sacrifice your merit increases unlike many state workers who earn far less.

Legislators, I urge you to get to work for Alaska and propose a solution that doesn't demoralize the workforce. Try working the revenue side.

Thank you,

Patricia Bower

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 5:45 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please Oppose HB 379

From: Steven Williams [mailto:whitehallhideout@gmail.com]
Sent: Tuesday, April 19, 2016 5:25 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: Please Oppose HB 379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Sincerely,

Steven Williams
4532 Glacier Spur Rd.
Juneau, AK 99801

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 6:35 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: NO on HB 379: Paychecks Are Not Political Pawns

From: Andrea Mogil [mailto:emailmomo@aol.com]
Sent: Tuesday, April 19, 2016 6:23 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: NO on HB 379: Paychecks Are Not Political Pawns

Dear Representative Thompson,

Please vote NO on HB379. State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

HB 379 suspends the last wage and benefit package agreed upon for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. This is already a pay cut. The agreement is expected to save the State at least \$7 million in the first year.

Basing the re-implementation of step increases on the price of oil, at any level and especially without regard to the required price for a sustainable budget following necessary oil tax reform, is arbitrary and capricious. It is also a standard that is divorced from any performance measure or other factor that is within the control of any employee, and is unlikely to be achieved in the foreseeable future.

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver. The paychecks of state employees also provide substantial portions of many communities' private economies. Further docking state employees' pay takes essential resources out of these communities. It also discourages talented, experienced employees and business owners from remaining in Alaska and discourages qualified, skilled people and potential entrepreneurs from moving to the state.

Finally, creating upheaval in contract negotiations this late in the game as well as throwing an additional wrench in balancing the budget even after the legislative session should have finished is likely to create a similar situation to 2015, forcing the threat of a government shutdown which drains further resources, both financial and temporal.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

The paychecks of state employees are not pawns in your political game. HB 379 is a losing proposition all the way around.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you,
-Andrea Mogil

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 6:36 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379 is NOT the Solution

From: Gates [mailto:amlgates@hotmail.com]
Sent: Tuesday, April 19, 2016 6:19 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: HB 379 is NOT the Solution

Our union has already ratified an agreement to accept no Cost of Living Allowance increase and time off for furlough hours. I think the employees of the the State of Alaska are doing our part. We work hard to conserve the resources of the state. Many offices are working with reductions in staff and co-workers are losing their jobs. Taking step increases away from those that are left is a slap in the face to an already demoralized work force.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Generating revenue from companies doing business in Alaska with employees that do not live in Alaska seems much more productive.

Thank you.

Alice Gates
Juneau

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 6:36 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379

From: brad baxter [mailto:brdbaxter@yahoo.com]
Sent: Tuesday, April 19, 2016 6:04 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Doreen Baxter

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 6:37 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Budget/bill concerns

From: Glenda Hogan [mailto:hogan@gci.net]
Sent: Tuesday, April 19, 2016 5:59 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Budget/bill concerns

Dear Representative Thompson,
I urge you to OPPOSE HB 379 that ends merit increases and pay increments for state employees. Please work to find other ways increase revenue including sales and/or income tax, reducing oil credits, limiting/reducing the Permanent Fund, or increasing the minimum number of students in rural schools

Sincerely,
Glenda Hogan
2846 Knik Ave.
Anchorage, AK

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 6:38 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Oppose HB 379

From: Luke Boles [mailto:lukeboles@yahoo.com]

Sent: Tuesday, April 19, 2016 6:34 PM

To: Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>

Subject: Oppose HB 379

Sen. Coghill, Rep Guttenberg & members of the House Finance Committee:

I am a proud employee of this great state. Every day in my job at DOT I see fellow employees doing quality work and making honest efforts to improve efficiency. We are all doing our part to improve Alaska. State employees provide services that affect Alaskans and visitors every day. A quality state workforce is important for the state.

I'm willing to share the pain of our collective budget woes, and I think the contract my union negotiated does that. No wage increases, no additional contribution to health care and 6 days of furlough are expected to save \$7M.

What sacrifices have you and your colleagues made?

Are you and/or your colleagues collecting the federal per diem rate, while other State employees get the greatly reduced State rate when working away from home? Are you and your colleagues getting your work done on schedule? Or are you not getting the job done in the allotted time, at additional cost to Alaskans? Are you and/or your colleagues attending out of state conferences and staying at \$400+/night hotels? Are you and/or your colleagues looking to put yourselves in luxurious workspace while you expect other state employees to work in poor quality workspaces?

Leaders walk the walk. Leaders make sacrifices before they expect others to. Please, be leaders. Make sacrifices like other state employees have already committed to.

Cuts will not solve Alaska's budget crisis. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees. A competent state workforce benefits the state.

Thank you for your service and for considering my comments.

Luke Boles
Fairbanks

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:32 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please Oppose HB 379. Support Dedication and Allegiance.

-----Original Message-----

From: Tisha Valentine [mailto:tishavalentine@gmail.com]
Sent: Tuesday, April 19, 2016 6:41 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Please Oppose HB 379. Support Dedication and Allegiance.

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

When I was hired on with the State of Alaska in September 2014, I was elated. I am a third-generation Alaskan and am proud to be a public servant of our incredible state and it's residents.

Like so many of my co-workers, I love my job and am dedicated to providing the best service possible. I understand that the fiscal crisis has affected everyone in Alaska and am willing to make sacrifices to help pull us out of the deficit. So far this commenced with the "shutdown" scare. I was assured by other state employees to faith in our government and not worry about losing my job quite yet. Then we had the hiring freeze and layoffs. Our office had positions cut and we were all strung a little tighter. Now covering multiple positions, we were forced to decrease the amount of assistance that we could provide the public to cover the volume of work. Not providing my "all" to every customer goes against my work ethic, but it is really felt most by the public that we are trying to help. The residents of the State of Alaska could get through this together though, we know that it won't last forever. Recently our union contract was negotiated, which included 6 days of furlough, but no COLA. This equates to a decrease in wages. Our stipend for travel has now been decreased. Now I'm starting to wonder where our sacrifices end?

I am trying to retain allegiance to the State of Alaska, but am beginning to wonder why? Being able to assist our fellow Alaskans and the love of my job is very rewarding, but the sacrifices are starting to add up. Instead of my employer rewarding me for dedication and service, my employment security is questioned, work load is increased, work ethics challenged, wages decreased, and travel stipend decreased. Just 24-hours ago, I accepted all of this as we are all making sacrifices. I still had my step increase, which would help offset the furlough and lack of COLA. My wages are decreasing every day, but eventually, it would all pay off. But will it? Should I stop defending the job that you do as a legislator? That you really are representing the best interests of the State of Alaska and it's residents? Will you be the one paying my student loans?

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the ASEA contract. This agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you,
Tisha Valentine

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:32 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB739

From: Sheila Box [mailto:shera@gci.net]
Sent: Wednesday, April 20, 2016 7:12 AM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: HB739

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year. (Departments have also cut many 'unfilled' positions in the last two years, which means those remaining are now doubling up the workload in many cases)

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

ALSO – Please know it is not lost on Alaskans that while Mr. Johnson thinks a state worker, the people who come to work every single day to make bridges safe, ensure teachers and doctors are qualified, make sure that game and fish stocks remain stable, process PFD checks for Alaskans and deter fraudulent claims, provide and ensure the quality of health care, Troopers and corrections staff who ensure our safety, people who check to see that cruise ships aren't contaminating our shores, and so many more services that touch the lives of every Alaskan every single day; those people are not "rich", they make an average salary of \$66,000 per year. Many have advanced degrees, and decades of experience they bring to their work. And they do that work 251 days a year, every year. Interestingly, while Benefits of state workers are listed in the link Mr. Johnson sent out, they are **not** listed on the annual Legislative salary report. So Mr. Johnson, who thinks my pay after 15 years of service and a Masters degree is too high, Works only 90-120 days per year (required) for \$50,400 per year, plus Perdiem of \$24, 439 – a total salary of \$74,839, Plus probably some funds from his "business allowance" of \$20,000 – which he may use any way he pleases. If you Include the benefits missing from the public report, of approximately \$29,000 per year, that's pretty generous – and of course Mr. Johnson only has to work 10 years until retirement, not 20. So the 24,000 Alaskans who work for the people of this state year round make an average monthly salary of \$5,500, and (generously, \$74,839 divided by 120 days and not taking the business allowance for himself) **most legislators make \$18,709 per month**. It's time for legislators themselves to help with the budget crisis – instead of insulating themselves and their pay, buying themselves new buildings, renting cars in their home towns, taking trips all over the country and the world for committees that don't even meet, taking bribes and jobs from oil companies, etc. etc. etc. – while at the same time telling low-income seniors, and the people who work hard for the state year round that we have to cut back, again. It's time for a balanced approach of taxes, PFD, and fewer credits for the oil companies.

Sheila Box

4467 Mountainside Drive

Juneau, AK 99801

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:32 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: ALASKA STATE BUDGET CRISIS AND HB379

From: J B [mailto:jampony1@gmail.com]
Sent: Wednesday, April 20, 2016 1:36 AM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Cc: Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>
Subject: ALASKA STATE BUDGET CRISIS AND HB379

To All State of Alaska Government Representatives,

State of Alaska employees and their families should not be burden with shouldering the budget crisis by diminishing their quality of life. The thought that a representative could introduce such a bill at the last minute is appalling. Then for Mr. Craig Johnson to give an interview to Channel 2 News stating "Before I start looking at taking someone's Permanent Fund Dividend or raising their taxes, I want to make sure that we've done everything that we can do as a state to show that we are participating."

Mr. Craig Johnson, you have demonstrated that the citizens of Alaska, who are employed by the State of Alaska aren't as important as the other 725,000 residents. The fact that you crafted and sponsored such a discriminative bill shows the lack of respect you have for a particular demographic of the workforce and dislike for certain Alaskan residents. You feel that all State employees should shoulder the burden because you do not want to take "someone's PFD and raise their taxes." I believe ALL residents of Alaska should shoulder some responsibility not just some.

I would suggest that HB379 be taken off the table for consideration. I would suggest, a portion of the PFD is used to fund state government. A State income tax for non-residents of Alaska be passed, a sales tax for the State of Alaska as a whole be enacted with a tax cap not to go above 8 to 10 cent on the dollar. The oil tax credit to be reduced. The fact that our elected officials and representatives rather see the State of Alaska go broke for giving these oil companies an oil tax credit is mind boggling. You all are making a huge mistake by singling out a particular portion of Alaska residents to foot the bill for ALL Alaskans by diminishing the State of Alaska employee and their family's quality of life with the HB379 proposal.

Sincerely

State of Alaska Employee & Alaskan Resident.

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:32 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379 input

From: Joanne [mailto:joanne_spears@hotmail.com]
Sent: Wednesday, April 20, 2016 12:30 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB379 input

Dear Steve,

Thank you for your service this legislative season.

I would like to share with you my concerns about HB 379. State of Alaska employees are already helping with the current budget crisis, by not asking for COLA, taking furlough days, and receiving no increase in employer contributions for rising health insurance costs during the next 3 years. Please do not support HB 379, that takes away merit increases for the hard working employees that are the backbone of Alaska. Merit and increment increases are necessary to keep a quality workforce to provide essential public services.

It is time to move on to finding new revenue sources. I believe it is time to institute a state income tax to share the burden for essential public services. This budget crisis needs to be solved not by only cutting services. I am saddened that the value of the future of our university system has not been demonstrated during this legislative session. The future of Alaska is dependent on our children growing up in healthy homes, attending quality education, and having the opportunity to attend university. If we remove services that support the success of our children we will be in a far worse place than our current budget crisis in the decades to come.

Sincerely,

Joanne

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:32 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB739

From: Sheila Box [mailto:shera@gci.net]
Sent: Wednesday, April 20, 2016 7:12 AM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: HB739

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year. (Departments have also cut many 'unfilled' positions in the last two years, which means those remaining are now doubling up the workload in many cases)

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Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

ALSO – Please know it is not lost on Alaskans that while Mr. Johnson thinks a state worker, the people who come to work every single day to make bridges safe, ensure teachers and doctors are qualified, make sure that game and fish stocks remain stable, process PFD checks for Alaskans and deter fraudulent claims, provide and ensure the quality of health care, Troopers and corrections staff who ensure our safety, people who check to see that cruise ships aren't contaminating our shores, and so many more services that touch the lives of every Alaskan every single day; those people are not "rich", they make an average salary of \$66,000 per year. Many have advanced degrees, and decades of experience they bring to their work. And they do that work 251 days a year, every year. Interestingly, while Benefits of state workers are listed in the link Mr. Johnson sent out, they are **not** listed on the annual Legislative salary report. So Mr. Johnson, who thinks my pay after 15 years of service and a Masters degree is too high, Works only 90-120 days per year (required) for \$50,400 per year, plus Perdiem of \$24, 439 – a total salary of \$74,839, Plus probably some funds from his "business allowance" of \$20,000 – which he may use any way he pleases. If you Include the benefits missing from the public report, of approximately \$29,000 per year, that's pretty generous – and of course Mr. Johnson only has to work 10 years until retirement, not 20. So the 24,000 Alaskans who work for the people of this state year round make an average monthly salary of \$5,500, and (generously, \$74,839 divided by 120 days and not taking the business allowance for himself) **most legislators make \$18,709 per month**. It's time for legislators themselves to help with the budget crisis – instead of insulating themselves and their pay, buying themselves new buildings, renting cars in their home towns, taking trips all over the country and the world for committees that don't even meet, taking bribes and jobs from oil companies, etc. etc. etc. – while at the same time telling low-income seniors, and the people who work hard for the state year round that we have to cut back, again. It's time for a balanced approach of taxes, PFD, and fewer credits for the oil companies.

Sheila Box

4467 Mountainside Drive

Juneau, AK 99801

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:34 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: qintyne@aol.com [mailto:qintyne@aol.com]
Sent: Tuesday, April 19, 2016 10:40 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB 379

Dear Representative Thompson,

Good Morning. I would appreciate your attention to this email. Thank you.

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Behind every state worker is a family and community that relies and benefits from the services we provide and the economic impact our wages spent here in our state carries. Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Andrea N. Quintyne
1805 Jack Street
Fairbanks, AK 99709
907-452-1323

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:34 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Stop 379

-----Original Message-----

From: Nancy Dickens [mailto:ndickens66@gci.net]
Sent: Tuesday, April 19, 2016 10:21 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Stop 379

While you try and balance the budget. Did you ever think that maybe if more people worked and not collected public assistance the state would have more money.

Stop taking money from the hard working people in this state and get the people that have been milking the system for years to work. While you think you are helping these individuals you are just teaching generation after generation how to collect public assistance.

Maybe you should meet with the people in the public assistance office. You might see and hear where a lot of the State of Alaska waste their money. Here is few examples:

1. Alaska increases TANF benefits for every new birth-Stop rewarding women for getting pregnant with children they can't afford. New Jersey did.
2. Make work requirements or at least community service required for all programs. Make people have a work ethic again.
3. Subsistence does not start with food stamp benefits.
4. Proof before before benefits. Currently the new automated Medicaid online system is approving Medicaid benefits to people who are not reporting their PFD income. If reported, they would not be eligible. Since public assistance can not review a case until there is a change reported or a review comes due the State of Alaska is paying for benefits fraudulently. Please allow eligibility technician to search databases for resources before approval.
5. The current HPE program in the hospitals needs to looked into. If we are to rely on the people word of mouth to approve public assistance benefits than there is truly no rules at all. While these individuals are in the hospitals in an emergent need, they can still apply for retro Medicaid and most hospitals have charity opportunities.

These are just a few things that may save the State of Alaska money. I only try and convey these ideas because I have already seen many friends lose jobs because of your decisions and have to leave this state. So please think before you act because great employees can leave your state and find other jobs but then again who will you be left with.....

Thanks for your time.

Nancy Dickens

Sent from my iPad

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:35 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Hannah Lotton [mailto:chickadees@gci.net]
Sent: Tuesday, April 19, 2016 10:13 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB 379

Dear Legislator,

The ability of families to meet their most basic needs is an important measure of well-being. Some state employees (such as myself) qualify for public assistance programs because our current pay is not sufficient. Employing low-wage workers will only cost the State more money in food stamps, Medicaid, subsidized housing, etc. It is a gross injustice to deny these employees and their families a basic needs income level.

The majority of employees across the state are doing exceptional work, but they don't feel valued as professionals because of the focus to reduce spending on state employees' salaries rather than acknowledging the work of excellent public servants. Simply put, this only decreases morale and will lead to deteriorating employee job performance. Many State workers already earn less than their peers in the private sector, therefore we're also losing our ability to recruit and retain top talent.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you,

Hannah Lotton

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:35 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please Oppose HB 379

From: Christy Gentemann [mailto:ladygentemann@gmail.com]
Sent: Tuesday, April 19, 2016 9:53 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Please Oppose HB 379

Dear Rep. Thompson,

I grew up in Eagle River, graduated from UAF in 2011, and was hired to work for the State in Juneau in 2012. Working for this great state is an honor and I'd like to continue to be able to do so. My fellow coworkers and myself are willing to do our share and help during this time of fiscal challenge, but HB 379 is a disproportionate cost-shifting of the deficit burden to state employees.

We are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA, which is a huge strike to young Alaska such as myself who are trying to establish themselves, and 6 days of furlough over the life of the contract.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you for your consideration.

Christy Gentemann

129 7th Street

Juneau, AK 99801

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:35 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Oppose HB 379

-----Original Message-----

From: Devki White [mailto:devkiwhite@hotmail.com]
Sent: Tuesday, April 19, 2016 9:53 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Oppose HB 379

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees. State employees, including myself, made concessions during good faith contract negotiations including no COLA, no increased medical contributions, and 6 days of furlough over the life of the contract. Please honor our contract and find other means to balance the budget.

Sincerely,
Devki Rearden
907-727-1818

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:36 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: HB 379

From: Gretchen Roffler [mailto:gretchen.roffler@gmail.com]
Sent: Tuesday, April 19, 2016 8:58 PM
Subject:

Dear Legislator,

HB 379 is a shameful bill that would try to transfer the burden of an unbalanced budget to State employees, who already work at low wages, and who have already made great sacrifices financially in this economic crisis. Contrary to claims of "bloated" agencies, State employees are what keep our agencies running, providing services to the public despite shrinking resources.

As an employee of a State agency I take offence to the portrayal of lazy, inefficient workers. In contrary, the public is getting a bargain for their money. We could all be making a higher income in the private sector or with a Federal agency; instead we chose to serve the state of Alaska and the public - because we are dedicated employees who love what we do. I am not the only person putting in substantial extra time to go beyond my job duties.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and it is unwise to shift the burden upon us when there are other revenue generating or cost savings options. In the long run, it is a poor strategy for the state, as a "brain drain" has already started and the very dedicated and talented people who make this state function are leaving for more lucrative job offers.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Gretchen Roffler

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:36 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please oppose HB 379

From: Doug Love [mailto:k9kaup@gmail.com]

Sent: Tuesday, April 19, 2016 8:56 PM

To: Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>

Subject: Please oppose HB 379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

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Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

--

Respectfully,

Doug Love

Proud 35 year Alaskan resident who lives in Palmer

Former volunteer fire fighter at Chugiak Volunteer Fire Department, 8 years service

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:37 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Finance Committee: OPPOSE HB 379

From: AUBREY RABY [mailto:araby@gci.net]
Sent: Tuesday, April 19, 2016 7:53 PM
To: Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>
Subject: Finance Committee: OPPOSE HB 379

Dear Finance Committee,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

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Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Aubrey M. Raby

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:37 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: OPPOSE HB 379

From: Debbie Scott [mailto:djsjfs2001@yahoo.com]
Sent: Tuesday, April 19, 2016 7:34 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: OPPOSE HB 379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

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From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:38 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Lori Yares [mailto:lyares@hotmail.com]

Sent: Tuesday, April 19, 2016 7:32 PM

To: Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; representative.charlie.huggins@akleg.gov; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>

Cc: Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Ivy Spohnholz <Rep.Ivy.Spohnholz@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>

Subject: HB 379

Good evening,

I have been a state employee managing our oil and gas resources for several years now, first with the Department of Law and now the Department of Natural Resources, Division of Oil & Gas. I am honored to serve the citizens of our state and I thoroughly understand the difficulties we now face during this budget crisis.

I take pride in the work I do for the state and its citizens as do many other state workers I have met over the years. However, in recent years I have watched as employee morale has declined and it has become much harder to attract and retain qualified and motivated employees. Benefits for state workers have diminished greatly and we have been asked time and time again to make concessions. Contrary to an unfortunate stereotype, many state departments are actually understaffed and employees often carry a workload above and beyond the position they were hired to fill. This was true before recent cutbacks and even more so now.

Many state employees continue to work diligently through this budget crisis while facing these obstacles. We have even made greater concessions by giving up our Cost of Living Allowance and agreeing to 6 days of furlough over the life of the recently negotiated contract. These concessions are expected to save the State at least \$7 million in the first year. **Trying to do our part to help with the State's budget crisis, we made these concessions and negotiated our contract in good faith. Unfortunately, the legislature rewarded our efforts with the introduction of HB 379.**

State employees are the face and backbone of all state services, many unrecognized until they are no longer available. We review, administer, and deliver state policies and also manage our state's resources. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity by which we perform our duties.

I have reviewed HB 379 and it is a shameless and disproportionate cost-shifting of the deficit burden to state employees who already carrying a heavy load.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

It is not only the general public who does not understand or appreciate the work we do for the State and its people's best interest. **Now the legislature does not respect or appreciate our hard work either.**

Because of their actions and rhetoric, I am saddened to say I no longer trust many of our state's legislators. I feel they are representing their own petty interests and not those of their constituents or the State of Alaska.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Sincerely,
Lori Yares

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:39 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Matthew T. Burkholder, P.L.S., SR/WA [mailto:matt-burkholder@gci.net]
Sent: Tuesday, April 19, 2016 7:00 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB 379

Dear Representative Thompson,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you for your service.

Sincerely,

Matt & Jennifer Burkholder

13100 Killey St.

Anchorage, Alaska 99516

907-333-1640

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 3:44 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379
Attachments: Crude Oil Prices.xls

From: Eskimo Hugs [mailto:ehrrams@hotmail.com]
Sent: Tuesday, April 19, 2016 3:36 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>
Subject: HB 379

Dear Legislator:

I would like to express my concern over HB379.

As a State Employee for 16+ years I have felt the brunt of budget cuts several times. I have seen colleagues leave State Employment for more lucrative jobs in the public sector as State Employee benefits and pay keep shrinking. However, HB379 is the worst I have seen to date.

Restricting pay increase to when oil is above \$90/barrel is effectively saying to State Employees : **"Thank You For Your Service But You Are No Longer Of Any Value To The State AND Will No Longer Receive Any Pay Increments (Raises) or COLA, No Matter How Well You Do Your Job, For The Rest Of You Career With The State"**.

I believe you have seen , or at least I hope you have seen, the price per barrel historical data. If you have I hope you also realize that restricting State Employees pay increments to a \$90 barrel of oil essentially restricts our pay to what it is currently with no foreseeable pay increase in the future. I base my statement upon the historical data attached to this e-mail.

Data: (Acquired from the State of Alaska, Department of Revenue, Tax Division, Crude Oil and Natural Gas Prices, Date Range 01/01/1990 - 04/18/2016)

11/1/2007 \$92.19/Barrel First time oil hit above \$90

In the last 30 years the yearly average price/barrel exceeded \$90 only 5 times (2008, 2011, 2012, 2013 & 2014)

- In 2007 the price/barrel exceeded \$90 only 24 days during the entire year
 - Average price/barrel for 2007 was \$71.54
- In 2008 the price/barrel exceeded \$90 only 176 days during the entire year
 - Average price/barrel for 2008 was \$98.40
- In 2010 the price/barrel exceeded \$90 only 6 days during the entire year
 - Average price/barrel for 2010 was \$78.90
- In 2011 the price/barrel exceeded \$90 only 246 days during the entire year
 - Average price/barrel for 2011 was \$109.58
- In 2012 the price/barrel exceeded \$90 the entire year
 - Average price/barrel for 2012 was \$110.69
- In 2013 the price/barrel exceeded \$90 the entire year
 - Average price/barrel for 2013 was \$107.58
- In 2014 the price/barrel exceeded \$90 only 201 days during the entire year.
 - Average price/barrel for 2014 was \$97.88

From the data listed above and attached to this e-mail, the industry only saw consistent record price/barrel within the last 6 years. To believe that the market can sustain that price for the long term is speculative at best and should not be relied upon. If HB-379 was modified to a more reasonable figure, say \$40/barrel I believe it would be more acceptable and more inline with the historical price/barrel.

Most Respectfully
Robin Swinford

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 8:45 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please stop HB 379

From: Kimberley Maher [mailto:kimbo.maher@gmail.com]
Sent: Wednesday, April 20, 2016 8:40 AM
To: Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: Please stop HB 379

I work for the Alaska Department of Natural Resources. As a state employee, I am appalled that HB 379 was introduced the day after the legislative session was suppose to end. It feels like an extra insult that this bill was sprung at the end of the session.

I understand that big steps need to be taken in current fiscal environment, but cutting merit increases to state employees will not improve the situation. We've already had our Cost of Living increases taken away. We are doing more with less already. I work on a team that use to have four people, and now three people on the team to do the same amount of work. Additional empty cubicles are appearing around me as positions are not backfilled (or done so at a very slow rate).

During high oil prices, industry was able to make large profits that would have allowed for their employees to receive higher wages and bonuses that state employees never have a opportunity to earn. Eliminating small step increases is a cost-shifting of the deficit burden to state employees when our salaries didn't get to benefit from when budgets were abundant.

It's frustrating having to do last minute additional permitting for seismic companies at the end of the winter season who are receiving an undisclosed rebate from the State for their seismic programs. What is the State getting for this money? These are non-Alaskans doing this work. Many of these areas have already been shot for seismic data within the last couple of years. The lack of transparency on how much money is being spent with these rebates when state employees are being told that give up more is a total morale killer.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Kimberley Maher
1212 Little Fox Trail
Fairbanks, AK 99708

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 9:27 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please Oppose HB 379

From: Danny Dominick [mailto:ddominick5@hotmail.com]
Sent: Wednesday, April 20, 2016 8:55 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Please Oppose HB 379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you very much,

Daniel L. Dominick

P.O. Box 80422

Fairbanks, AK 99708

(907) 347-5773

ddominick5@hotmail.com

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 10:13 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: OPPOSE HB 379!!

From: Jennifer Griggs [mailto:griggs907@gmail.com]

Sent: Wednesday, April 20, 2016 10:09 AM

To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Rep. Ivy Spohnholz <Rep.Ivy.Spohnholz@akleg.gov>

Subject: OPPOSE HB 379!!

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

Making raises for state employees dependent on something so out of our control such as oil prices is just idiotic! The Legislature is removing all incentive that State employees have to do a good job by taking away our last wage benefit. I enjoy my job and have worked many years for the state doing the very best that I could. This bill makes it more and more difficult for departments to attract and retain qualified employees, as well as making it more and more difficult for the rest of us to do the jobs we were hired to do.

This bill not only distorts good faith bargaining, it is shameless cost-shifting of a budget deficit to state employees instead of restructuring revenue to pay for state government.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees. My department continues to cut costs wherever we can in all areas including not filling positions, re-using/recycling office supplies and anything else we can.

Even if I were NOT a State employee, I would oppose this bill - State workers have given enough. They are residents of this state and work hard too!

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you for taking the time to read this message.
Jennifer M. Griggs
Concerned State Resident and Employee

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 3:14 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please - OPPOSE HB 379

-----Original Message-----

From: suzieq@acsalaska.net [mailto:suzieq@acsalaska.net]
Sent: Tuesday, April 19, 2016 3:12 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>
Subject: Please - OPPOSE HB 379

Dear Legislators & Senators,

I am a State of Alaska employee and it is hard enough to make it by on my state salary, to have it cut when all prices are going up is really going to hurt my family and I. Please fight this for us.

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Regards,

Suzanne Harold
2072 Persinger Dr.
North Pole, AK 99705

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 3:15 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please rethink HB 379

From: Jessica Miller [mailto:swangirl22@yahoo.com]
Sent: Tuesday, April 19, 2016 2:56 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Please rethink HB 379

Dear Representative Thompson,

I am a lifelong Alaskan. I grew up in the bush, and lived in small towns and now in Anchorage. I graduated from UAA and work for the State of Alaska in the Department of Natural Resources. I am outraged that HB 379 proposes to take away my last, small, means of keeping up with inflation.

It takes years to train new employees due to the amount of institutional knowledge in state government. We do not have good records and still deal with antiquated systems. If those of us with knowledge are forced to take different jobs it will cost the state more to train replacements. A higher turn over rate will not save the state any money! We are working hard for this state but we are struggling economically to afford these jobs.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please rethink HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you very much,

Jessica Miller
Natural Resource Specialist III
Alaska Department of Natural Resources

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 3:17 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379 not a good idea to tie our wages to what OPEC does! Put managers to work that's what we pay them for!

From: Jerry Hannasch [mailto:jerryhannasch@gmail.com]
Sent: Tuesday, April 19, 2016 2:53 PM
Subject: HB 379 not a good idea to tie our wages to what OPEC does! Put managers to work that's what we pay them for!

Please stop HB 379.

I understand that we are in a fiscal crisis but linking state employee pay increases and COLA to the price of a commodity is ridiculous. If you must stop merit increases for a year or two I get it but don't link it to something that may not happen for a decade or more. State employees will not be able to keep up with inflation, it's already too expensive to live in Alaska and it isn't getting cheaper.

How about we cut the budgets to departments and let the managers/commissioners/directors do their jobs and reduce costs by eliminating positions that may be wasteful. Smart reductions made by managers cutting positions/waste that hurt a few, not broad measures that will hurt us all. Broad measures like this will really effect the performance of all state employees. what would be the point of doing a good job if there is absolutely no incentive. It's bad enough the way it is now when everyone gets an increase if they don't get in trouble or only meet expectations. I have been told many times that my ability to work unsupervised is a blessing to my supervisors who are constantly having to work with other employees who are, shall we say, "less skilled". I also work in a division that is not part of the General Fund, Commerce, we are self funded through our fees. Why should we be effected?

Not only do we need to reduce spending but we must increase revenue, not through taxation but through the FREE MARKET! Bring industry back to Alaska.

Here's another idea, how about we sue the EPA and other Federal Agencies that are preventing Alaska from capitalizing on our available resources, mining, lumber and oil. Lets not kid ourselves the pipeline is empty because of our Federal Government. Fight them!

BTW - I believe that the only "land" that the Federal government has the right to is military bases and Washington D.C..

Just sayin'.

Jerry Hannasch

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 3:18 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please Oppose HB 379

From: Mary McConnell [mailto:marylemmer1@gmail.com]
Sent: Tuesday, April 19, 2016 2:06 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: Please Oppose HB 379

Dear House Finance Committee,

I am a long time public servant, working for the Division of Public Assistance as a case worker for nearly 20 years. I love my job. It allows me daily contact with our communities elderly, a vulnerable population I hold near and dear.

Recent contract negotiations between my union, ASEA and Governor Walker resulted in a substantial concession by state employees and gave an equally substantial savings to the State. While I did not appreciate the negative impact to my personal bottom line, I understood the current financial situation and agreed to "tighten my belt" as Governor Walker requested. The impact of the contract negotiations and the concessions made meant that I personally would not be able to afford extras like sending my 8 year old to Girl Scout Camp. A disappointment, but a concession that I am willing to make during difficult fiscal times.

Then last nights announcement of HB 379 was made. The statement that "*HB 379 prevents the State from agreeing to any labor contract that provides for merit and pay increment increases. And that this moratorium would extend until after the price of a barrel of oil remains above \$90 for a fiscal year*" is concerning. This could quite possibly mean that I will never receive another increase to my wages while employed by the State. Would you stay in a job where you had no possibility of a raise ? What incentive is this to Alaska's brightest considering employment with the state?

Please think of the affects this bill has on Alaska's public servants. Rather than restructuring revenue to pay for government; this bill places the burden on the backs of Alaska's public servants, the heart and backbone of Alaska.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and do not allow this to pass out of committee.

Sincerely,

Mary McConnell

District 12 - Wasilla

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 3:19 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Local 52 State Employee

From: Brittany Peger [mailto:peger_4@hotmail.com]
Sent: Tuesday, April 19, 2016 2:03 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Local 52 State Employee

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

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Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 3:22 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB359

From: Michael French [mailto:mwfrench@gci.net]
Sent: Tuesday, April 19, 2016 12:49 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: HB379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

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Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Michael W. French
Anchorage, Alaska

Tier IV employee - DCCED

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 3:23 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: State of Alaska employee Meri Increases

From: Melissa Glorioso [mailto:melissam@gci.net]
Sent: Tuesday, April 19, 2016 12:30 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Representative.David.Guttenberg@akleg.gov; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: State of Alaska employee Meri Increases

Dear Legislator,<?xml:namespace prefix = "o" ns = "urn:schemas-microsoft-com:office:office" />

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Melissa Glorioso

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 7:48 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Robert Burnett [mailto:rjb.747400@gmail.com]

Sent: Monday, April 18, 2016 8:40 PM

To: Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Max Gruenberg <Rep.Max.Gruenberg@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Ivy Spohnholz <Rep.Ivy.Spohnholz@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>

Subject: HB 379

Dear Legislatures

My name is Robert Burnet and these are my opinions and are not from my position as a employee of the State of Alaska.

I just read HB 379 and I became physically sick to my stomach. We have given up our Cost of Living Increase, Furlough days and healthcare costs, yet you ask for more. When is enough, enough. Next year are you going to take a pay cut from us?

You find it fine to spend 32+ million on a LIO building that you don't need, and have a place to go to. You spend roughly \$750,000 on a lawsuit against the Governor even after the court ruled against you. On top of all that you are giving the oil companies more tax credits that we get in oil taxes. Then you say we are paying are employees to much, even after we gave you exactly what you ask for last year. Which is 0% COLA and furloughs. We gave you that in our current contracts that are awaiting for the budget to pass and finalize. All of

this is in the face that we don't negotiate with you, but with the administration. This is why we have checks and balances, so do your job and stop circumventing the administrations job.

All of these items are why the residents of Alaska are tired of the way the legislature is doing business. I foresee a large sift in legislatures in the next election. Remember, you are there to serve your constituents. So please listen to your constituents.

In closing, please kill this bill, as it will drive top notch employees to seek employment in the private sector and lower the quality of work at the state.

--

Robert Burnett

rjb.747400@gmail.com

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 7:40 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Cathy Duxbury [mailto:CDuxbury@Udelhoven.com]

Sent: Tuesday, April 19, 2016 7:37 AM

To: Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>

Subject: HB 379

All I can say is "Are you kidding me" You can not possibly be considering raises for yourselves and the State workers. The private sector is being hurt repeatedly by your actions each and every day. Here are some facts from the company I work for alone

- Layoffs of over 300
- Overhead and Staff Reductions of 20%
- Pay Cuts for Over 150 Employees ranging from 9% to 20% and that includes our CEO and all Directors
- Cut overall office expense 50%
-
-

You tell me how you can justify this. The State workers already get health insurance cheaper, more paid time off, more holidays and better hours than people working in the private sector by far.

You guys say we all have to share in the pain here - WELL THAT INCLUDES THE STATE WORKERS AS WELL.

Our staff people have had no raise in 18 months.

Furthermore you legislators should not receive any pay whatsoever unless you get a long term sustainable budget. That does not mean pass our money left and right and then turn around and put your hand out to the Oil Industry for higher taxes to fix your mess. Access the PFD Earnings and act responsible - just get on with it.

PS - Who cares about license plates and such when real Alaskans are losing their jobs everyday?

Cathy Duxbury

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 2:02 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379 and Shenanigans

From: dean ash [mailto:dash729@gmail.com]
Sent: Tuesday, April 19, 2016 1:28 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>
Subject: HB 379 and Shenanigans

Greetings,

I received an email regarding HB 379 and it's upsetting. Not so much that it would cause me to not have a pay increase for the next 20 years (because its going to be a long time before oil gets to \$90 again) but because it's being considered before the budget is balanced.

As a citizen first and state employee second this is what I want. A budget that is fully funded by the previous year's income. No deficit spending! It is shameful that once again the legislature spent 6 months and didn't get the most important work done. Are you and your fellows going to go into overtime again this year? Spending more money that we don't have.

Its hugely tough to go to people and say "yes, I supported slashing the budget." You or others might not get reelected. In the end though with government spending under control (it's not now nor has it been) the state will be healthier and people will adapt.

Before HB 379 gets voted on balance the budget with no taxes and no pfd impact. Its simple no department is more equal than another so cut everything proportionally until the budget is balanced. Then go to the department heads and tell them to make it work.

Dean

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 2:01 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Lily Fawn White [mailto:lilyfawnwhite@gmail.com]
Sent: Tuesday, April 19, 2016 1:46 PM
Subject: HB 379

Dear Representative,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please do not pass HB 379 out of committee and oppose other efforts to end merit increases and pay increments for state employees.

Thank you for your time,
Fawn White

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 2:03 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

-----Original Message-----

From: Jerry Rawson [mailto:jbrawson@gci.net]
Sent: Tuesday, April 19, 2016 1:02 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB 379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

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Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees

Gerald Rawson

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 2:03 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: State Employee Contract and HB379

From: Peter Katsur [mailto:peterkatsur@outlook.com]
Sent: Tuesday, April 19, 2016 12:57 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: State Employee Contract and HB379

Representative Thompson,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

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Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Thank you
Peter Katsur

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 2:05 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379

From: Melinda Haley [mailto:ak.maquinn@gmail.com]
Sent: Tuesday, April 19, 2016 12:34 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: HB379

Greetings,

I have been an employee of the State of Alaska for over five years. When I started with the Department of Public Safety in December 2009. I was working as an Office Assistant II as a single 20-year-old female who lived alone. At a Range 11, Step A I was taking home roughly \$2200 a month after taxes. I lived in a tiny apartment in one of the poorest neighborhoods in East Anchorage and I barely got by on my meager wage. After 18 months in that position, I moved to Fairbanks to accept a job as an Emergency Services Dispatcher I to follow my dream of helping people and honoring the DPS mission of public service. At the time I was hired, the position was classified as a Radio Dispatcher II and the wage was less than that of the clerks working the counter at the DMV. I was living with my sister as a roommate because I couldn't afford a place on my own. After a couple years, a few merit increases, and a job reclassification, I was able to live by myself, modestly, on my single income. I would not have been able to stay with DPS if it had not been for the merit increases that allowed me support myself financially.

Now I am married and living in a small village in Western Alaska. I am working as an Office Assistant III and I earn a fair wage with my geographic differential. On average, I work 1 hour of overtime per week that goes unreported because overtime is not authorized, yet the demands on my position are no less. My counterpart in Bethel and I are doing the work of 4 people and I know she works a lot more un-reported overtime than I do. In addition to the regular duties that I complete on my personal time, my husband and I do maintenance on our SOA housing and surrounding land on our personal time. He is also a State of Alaska employee.

Not only have I given the State of Alaska the gift of free work, I have purchased many of my own office supplies to save money. I am constantly trying to improve my daily work practices to save in any way I can think of, even re-using paper within the limitations of confidentiality and protecting classified information, keeping the lights off in my office during the summer time, turning the heat down/off in the office when it is unoccupied, and buying pen refills instead of new pens to save money and reduce waste. I don't even have a garbage can in my office - I use a taped up cardboard box.

The point I'm trying to make is that I am a dedicated employee of the State of Alaska who is willing to stick through tough times. I am willing to give more than I take from the State of Alaska as my employer and I am happy to serve the people of the State of Alaska, but I will not give up the merit increases that serve as my incentive to stay with the State of Alaska. If you get rid of the merit increases you get rid of another reason for good employees like me to stick around.

I respectfully request that you OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees. I personally would be supportive of revenue-generating measures such as capping the Permanent Fund Dividend and a statewide sales or income tax.

Sincerely,

Melinda Haley

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 2:05 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Oppose HB 379!

From: Kimberlee Beckmen [mailto:kbeckmen@gmail.com]

Sent: Tuesday, April 19, 2016 12:34 PM

To: Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>

Subject: Oppose HB 379!

I am a state employee, having worked very hard for this state for >15 years and given loads of my personal time and life blood/energy to this state. I read they negotiated contract closely before I signed it. Now I am appalled and dismayed to find out that the legislature, though HB 379, would violated this contract negotiated in good faith and already containing huge personal financial sacrifices of state employees. As you know, state employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379, do not let it out of your committee! Please stop all other efforts to end merit increases and pay increments for state employees.

Kimberlee Beckmen
2231 Cripple Creek Road
Fairbanks

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 2:06 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Merit Increases for State Workers

From: Kimberly Kolvig [mailto:kkolvig@hotmail.com]
Sent: Tuesday, April 19, 2016 12:28 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>
Subject: Merit Increases for State Workers

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

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State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

We all have families we need to support during these hard times. Being a single mom what little more I could get on my pay check each year really helps my family. Please oppose this bill.

Thank you,

Kim Kolvig

A State of Alaska Employee

From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 12:24 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379

From: Kimberly Brakes [mailto:kimberly_brakes@hotmail.com]
Sent: Tuesday, April 19, 2016 12:03 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: HB379

Dear House Finance Committee,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees. Without our small merit increases, State Employees will see no increase in their wages for the next three years. I believe this is too much to ask, considering the sacrifices we have already made.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 1:43 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Merit Pay Increase Bill

HB 379

From: Moira Ingle [mailto:i_moira22@hotmail.com]
Sent: Thursday, April 21, 2016 11:53 PM
To: Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen.Charlie.Huggins@ak.leg.gov; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>
Cc: Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>
Subject: Merit Pay Increase Bill

Regarding the recently introduced bill that would freeze merit pay increases for state workers, including particularly the ad showing a construction worker saying it isn't fair to give raises to state workers when his industry is cutting jobs:

How does it make sense to equate job losses in the private sector with state employee merit pay increases? The private sector losses are because of market conditions, despite more than generous tax credits to the industry. I'm sympathetic to anyone who has lost a job. But at the same time, those workers freely chose to throw their lot in with a potentially volatile industry - no doubt because of the high pay and benefits. I highly doubt they were waiting in line for a lower-pay state job. But now state workers are being used as pawns to pay for the fiscal irresponsibility of our legislative majority? Yes, obviously the oil market negatively impacts state workers - we're all in this quagmire together. But state workers signed a contract containing certain conditions, including merit pay increases, and we've already made substantial concessions to bail out the deficit. Private sector workers signed up for a considerably different contract with a higher level of risk, which they were fairly compensated for. Now that risk has come to pass. Isn't that how the free market is supposed to work?

Once again -- you cannot balance this budget on the backs of long-term state workers. We are the citizens who've earned these raises after years of service - based on merit, by definition: if it isn't merited, it doesn't happen. We have dedicated our careers to the state in exchange for relatively modest salaries but good benefits. WE are a big segment of your constituency, over the long haul -- not the slope workers and commercial fishermen who take their paychecks back to Seattle and pay nothing back to the state. This bill is window dressing, solely a political statement, and would not make a dent in the deficit. It seems pretty darn disingenuous to introduce this bill AFTER the 90-day session and AFTER the union contract was approved. That's dirty pool, and we aren't going to fall for it.

You need to GENERATE REVENUE -- a modest income tax would be my preference, because it would require a contribution from those out-of-state workers. FIRST AND FOREMOST, however -- you need to revise the oil tax scheme created by SB21 -- the most fiscally irresponsible bill imaginable. Yet the legislative majority is managing to multiply the negative aspects of the original bill, passed when oil prices were higher, by refusing to restructure it, now that oil prices have fallen, so that now we are paying out more than we receive in royalties. That is the height of fiscal insanity. It doesn't pass the red face test, and shouldn't pass muster under the Alaska Ethics Act, given the obvious conflicts of interest for some legislators who work for the oil industry.

Finally, it is unconscionable for you to consider a bill that would further reduce compensation for state workers, for you to publish our salary information to generate divisive feelings among Alaskans -- all without reducing your own pay and benefits, PARTICULARLY now that you are past the 90-day mark. It is unconscionable for you to expect the state to pay to pack up your personal effects and ship them back to Anchorage -- to a building that is unnecessary, that was renovated and leased illegally, and which is a black eye on your tenure in the legislature. And to claim per diem at the federal rate. Simply disgusting. DO YOUR JOBS, please -- or the citizens of Alaska will ensure that you don't have them anymore.

Moira Ingle

Chugiak, AK

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 11:11 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Michael Koskie [mailto:koskielaw@yahoo.com]
Sent: Friday, April 22, 2016 10:38 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB 379

Sir: Please pass a real fiscal plan and to oppose HB 379 which was introduced officially after the 90 day session ended.

**Michael E. Koskie
Fairbanks**

PUBLIC
EMPLOYEES



Working Hard
for ALASKA

DENNIS MOEN
Business Manager/
Secretary-Treasurer

LINDA McCRAY
President

HEADQUARTERS
2510 Arctic Blvd.
Anchorage, Alaska 99503
FAX (907) 279-7171
(907) 276-7211

2122 Airport Way
Fairbanks, Alaska 99701
FAX (907) 456-1771
(907) 452-5024

722 West 9th Street
Juneau, Alaska 99801
FAX (907) 586-5757
(907) 586-6993

April 21, 2016

House Finance Chair Representative Steve Thompson

Dear Representative Thompson:

For the record I'm Dennis Moen, Business Manager for Public Employees Local 71, Labor Trades and Crafts.

I strongly oppose HB 379.

Our membership understands the fiscal climate. Local 71 bargained in good faith for over a year, and took concessions on Health Care contributions at about \$500,000, No COLA, Furloughs throughout the contract and Leave Caps.

There has been a lot of conversation about State wages vs Private Sector wages. In an effort to be brief, I'd like to focus on the men and women of Local 71 who maintain the roads and airports for all Alaskans, approximately 1/3 of our membership. In Anchorage a Private Sector Equipment Operator makes an average of \$40.03 an hour. Starting Wages for a State of Alaska Equipment Operator is \$24.07 an hour. Almost 16 dollars an hour less than private sector.

To put Pay and Merit increments in prospective even with the current schedule it would take a newly hired Equipment Operator 27 years to equal today's Private Sector wages. As far as promotional opportunities in the Operator Classification, if you are willing to take the training and assume Airport Crash fire rescue responsibilities at airports like, Nome, Bethel, Kotzebue, Cordova, Deadhorse or Barrow to name a few, you can move up 1 step to an Equipment Operator Journey 3. If you are willing to become a fire fighter and perform aircraft rescues in case of an aircraft incident you get an extra \$1.67 an hour and your time frame to get to Private Sector operator wages drops from 27 years of service down to 24 years.

Given these low starting wages, and no Defined Benefit Retirement, the State already has a hard time recruiting, we currently have 11 open positions, some of which we have been trying to fill for up to 6 months. Passage of HB 379 would make recruitment even more difficult, possibly creating unsafe working conditions both to our State Workers and to the Public in general.

I want to close by saying again HB379 is BAD LEGISLATION for the State of Alaska.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dennis Moen'.

Dennis Moen
Business Manager
Secretary-Treasurer

DM/tls

■

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:34 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

-----Original Message-----

From: Gordon Williams [mailto:supposenot@me.com]
Sent: Thursday, April 21, 2016 10:31 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB 379

Dear Rep. Thompson,

I am writing to express my opposition to HB 379. Alaska's state employees deserve better from the government than welching on agreements that were negotiated in good faith. There are lots of ways to address the budget shortfall that don't negatively impact labor relations in the state, increase uncertainty about the economic climate (being the biggest employer in the state comes with responsibilities for the whole economy), and negatively impact the good faith and credit of the state.

We can all do better. I'm willing to pay taxes. I expect the industries in this state to pay their fair share, and I don't think resource extraction should be subsidized by the state coffers. I expect my legislators not to waste money on projects with little positive economic impact for the state as a whole (new offices for the legislature in Anchorage? really?). We are going to face some tough times, it is true. But failing to pay the people who work for us what you agreed to pay them, and the many ways those cuts will trickle out into the larger economy is not how to fix it.

best wishes,
Gordon Williams
Fairbanks

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:16 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Bill 379

From: Matt Moore [mailto:Matt.Moore@akrehab.com]
Sent: Thursday, April 21, 2016 12:39 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>
Subject: Bill 379

House Finance Committee Members,

I am asking that you vote against House Bill 379. There has been no public process, no notification from my representative, Lance Pruitt, and no notification of public testimony in a form that could be considered a reasonable effort/notice to allow public comment. I found out about this bill from the efforts of Great Alaska Schools.

BTW, I never heard back from Lance Pruitt or Cathy Giessel when I sent emails regarding funding for education last year. Even though we are in different political camps, I expect you to do your job, keep me informed and reply to my neutral letters and communications. I am your constituent and you have a job to do.

Sincerely,

Matt Moore

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:14 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Reject HB 379

-----Original Message-----

From: Matt Cruickshank [mailto:mjfc4th@gmail.com]
Sent: Thursday, April 21, 2016 5:59 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Reject HB 379

I have always encouraged my private sector trades friends to join the ranks of the state of Alaska. when we adopted the merit steps into our contract, it did a injustice to all new employees. The merit steps caused a drop in pay close to 35% for new employees entering the states employment . The only reason we are still able to find qualified employees is the annual increase. It now takes seven years to reach The same pay as when we did not have merit steps and we went to step B(6 months). I and many others have been paid frozen, because we have to have seven years in Merritt steps before we can go to Long Jevity. This newly introduced legislation Will only hurt morale, retention, and hiring. State employees money go straight into the economy, Helping Drive Alaska. I urge you to reject this bill.

Respectfully,
Matt Cruickshank

Sent from my iPhone

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:13 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Opposed to HB 379

-----Original Message-----

From: Karla Stephens [mailto:karlastep@icloud.com]
Sent: Thursday, April 21, 2016 7:14 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Opposed to HB 379

State employees are the face and backbone of all state services. All Alaskans, visitors, and non resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

I would like to see the Finance Committee focusing on how we as a State can raise revenue because we can no longer depend on oil revenue. I support an income tax as one way to help.

Thank you
Karla Stephens

Sent from my iPad

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:13 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

-----Original Message-----

From: Ben Mathews [mailto:benjamin.mathews01@gmail.com]
Sent: Thursday, April 21, 2016 7:33 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB 379

Hello Sir

I am sending this email to express my concerns about HB 379. How can it be fair that state employees can no longer receive the step increases and raises that are due to them. It is bad enough that the governor wants to take money from the Alaska PFD which I am ok with, but then to say he also wants an income tax and higher fuel and alcohol taxes plus now he wants workers to not get anything extra. That is unacceptable. There are still more cuts to be made, still things to look at closer. The state has already done away with good retirements by switching to the Tier 4 program so without pay increases every now and then what is the incentive to stay and work for the state. As I know you are very well aware Alaska is an expensive place to live already and Now the government wants to squeeze the people trying to make it here even more. Why is it every time it's brought up its an income tax or pay freeze or PFD restructuring? What about a sales tax? What about the careless spending in so many other places? I am a DOC employee and I see useless spending almost everyday. I work at Fairbanks Correctional Center and there are dozens of inmates kept there from Barrow. Now these people get flown back and forth time and time again for meaningless court hearings. Why are we still doing that let them do there court stuff via video we have that technology use it. They fly from Fairbanks to Anchorage and then to Barrow what an absolute waste of money. That is just one example that comes to mind. I really think that the legislature needs to dig deeper for cuts before we continually ask Alaskan workers for more. We want taxes, we want income taxes, we are not going to give you a full PFD, oh and on top Of that you won't get any pay raises for the foreseeable future. Well thanks government just keep taking my money. When is enough enough. Cut more spend smarter impose a sales tax that is fair across the board and doesn't require an entirely new government agency. Please explore other avenues before we continue to beat down hard working Alaskans. I love it here but if everything the governor wants is just handed to him it may be hard to get any tax revenue when people leave to go to places they can live cheaper. Please vote down this bill and give working Alaskans a fighting chance.

Thanks

Ben Mathews

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:09 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: ATTENTION!!!!

From: chayna azlin [mailto:chayna_azlin_1@yahoo.com]
Sent: Thursday, April 21, 2016 10:10 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: ATTENTION!!!!

Dear Legislator,

State Employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that the state employees review, administer and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. these concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the state at least 57 million the first year.

State employees are doing their share and are willing to help. HB379 is a shameless disproportionate cost-shifting of the deficit burden to state employees.

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:07 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please oppose HB 379

From: Rena Bukovich-Notti [mailto:rena.bukovichnotti@hotmail.com]
Sent: Thursday, April 21, 2016 10:24 PM
To: Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Representative.Harriett.Drummond@akleg.gov; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Representative.Lynn.GattisD@akleg.gov; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Representative.Shelly.Hughes@akleg.gov; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Representative.Charisse.Millett@aklet.gov; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Representative.Benjamin.Nakeak@akleg.gov; epresentative.Mark.Neuman@akleg.gov; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Representative.Ivy.Sponholz@akleg.gov; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>
Subject: Please oppose HB 379

Please support local and state employees. Most of us do not make high wages and many live paycheck to paycheck to make ends meet. We need a balanced and fair approach to solving the budget. We are part of your community and we need to work together. Last minute late night attacks do not represent a fair process and do not support finding a middle ground that is fair to all. Please reconsider HB379 and support a fair process for employees.

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:04 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379

From: CS Gray [mailto:graycs86@gmail.com]
Sent: Thursday, April 21, 2016 10:45 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB379

Hello,

Understanding that the state is in crisis, I find it very unfortunate that the only solution found is to continue to cut pay and benefits of state employees. I don't see any of the state House or Senate members agreeing to or being forced to take cuts. I also find it unfortunate that the state continues to give away the farm to oil companies out of fear they will leave, which many have already done so because of the economy. Please stop making the budget crisis only a state employee problem and don't take more away from them. Don't vote for HB379.

Thank You.

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:01 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Nelson, Eric Stephen (DOT) [mailto:eric.nelson@alaska.gov]
Sent: Friday, April 22, 2016 7:33 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>
Subject: HB 379

Rep. Thompson,

I would like to voice my opposition to HB 379. I am an employee at the AKDOT maintenance station in Nenana. We have already felt the crunch of the State's budget woes. Positions have been cut and hours drastically reduced to keep the State afloat. Freezing our annual pay increases and merit steps will only drive away our dwindling number of good equipment operators that the State needs to keep its roads, highways, and airports open and safe for the traveling public. Please do not support a bill that directly cuts the men and women on the ground keeping this state moving.

Thank you for your time,

Eric Nelson
AKDOT&PF Nenana Maintenance Station

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:00 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Molly Fortunato [mailto:mollyfortunato@gci.net]
Sent: Friday, April 22, 2016 7:40 AM
Subject: HB 379

Good Morning,

State employees are an integral part of our government and have long been under-paid for the work that they do. All Alaskans and visitors are affected by the work produced by this group of people and they deserve a fair wage with incentives for a job well done. HB 379 suspends the last wage benefit state employees have and will not solve Alaska's budget crisis; only take MORE from hard-working, faithful servants of this Great State.
<?xml:namespace prefix = "o" ns = "urn:schemas-microsoft-com:office:office" />

While I understand that we are facing a substantial budget crisis, state employees have already made concessions by ratifying a contract which provided NO COLA for the next three years AND requires 6 days of furlough. This act alone is expected to save the State at least \$7 million in the first year. *We have done our part.* State employees shouldn't have to solely bear the burden of this financial crisis; the State *as a whole* needs to step up and do their part. There are other avenues to explore that shift the burden to all the citizens of this state, as opposed to just one group of people.

I urge you to OPPOSE HB 379 and any other actions to end merit increases and pay increments for state employees and prove that you support state employees and their loyal service to this state.

Thank you for your time.

Molly Fortunato

Wasilla, AK

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 3:19 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Oppose HB 379

From: Katie Palof [mailto:palofkj@gmail.com]
Sent: Thursday, April 21, 2016 2:41 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Oppose HB 379

Rep Steve Thompson,

As a relatively new state employee (employee since 2013) I have come to rely on our system of merit increase to raise my salary to those comparable in my field in other states and agencies. I took my current job with the state because I believe in the state of Alaska and the unique resources we have to offer. I work in fisheries and I think sustaining the livelihood of Alaskans is vital to both the state and the resources. Up until recently I was proud to be a state employee.

Recent budget discussions and bills have lead me to seriously considering taking my family elsewhere (my husband is a born and raised Alaskan so this is not something we take lightly). There are jobs available elsewhere that myself and most of my colleagues could take that would have substantially more benefits that those we have with the state. We choose to work here because of our love for Alaska. It seems unfair and harsh to shift the burden of state budget short falls onto State employees that currently sacrifice alot for our dedication to the state. Trust me - we're not in it for the money - if we were we wouldn't be working for the state.

In the past year we've all seen an increase in our workloads, restrictions on travel and continuing our education, in addition to an overall decrease in workplace moral. Most of us our doing 150% more than we were two years ago without any compensation. We are doing this because of our love and willingness to sacrifice for the state. Our only glimmer of hope - especially for younger employees since merit increase really only play a significant role if you've worked for the state for 6 or less years - are the small merit increases we receive.

I know that everyone needs to sacrifice and work together, but in light of our recent contract negotiations, this further decrease in our pay seems a bit extreme. As a young state employee I would rather you work to increase

retirement and remove some higher paying jobs than demoralize those employees that are working the hardest to make this state a better place.

In this recent budget crisis I believe that we, as state employees, are doing our share to help balance the budget (as is mentioned below). Demoralizing and reducing our pay will not help to retain the caliber of individuals that currently work for the state.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Sincerely,
Katie Palof

--
Katie J. Palof
palofkj@gmail.com

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 3:20 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW:

From: Shaylise Sylvester [mailto:ssylvester@alaska.edu]

Sent: Thursday, April 21, 2016 2:33 PM

To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>

Subject:

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 4:09 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Oppose HB 379

From: Melanie Best [mailto:melaniebest@yahoo.com]
Sent: Wednesday, April 20, 2016 12:37 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Oppose HB 379

Representative Thompson,

I was born and raised in this Great State and my intention is to stay here. I also spend my money in this State. I work for the Division of Public Assistance, I work hard at my job serving the people of Alaska. I am a member of GGU and we have negotiated a new contract, within that contract we have taken and accepted cut's in our pay to do our part (Zero Cola increases for the next three years and a reduction in how much the state contributes to our health insurance and furloughs). Please do not single out State employees to take even more reductions. Please do not support our merit/step increases being frozen until Oil reaches a certain price. Please look at other sources of revenue to assist further with the State budget deficit. Please consider reducing oil and tax credits. Please look at other sources of revenue that wouldn't target a specific class of working Alaskans. Instead of looking at a specific class we should be looking at how all Alaskans would pay towards the budget deficit.

Please Oppose HB 379 and other efforts to end merit increases and pay increments for State employees.

Thank you,

Melanie Best
222 Kody Dr
(po box 74424)
Fairbanks, Ak 99707

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 4:14 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please oppose HB 379

From: Ethan Graetz [mailto:eegraetz@gmail.com]
Sent: Wednesday, April 20, 2016 3:03 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Please oppose HB 379

Dear Representative Steve Thompson,

Reading House Bill No. 379 leaves me very disappointed.

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees when many collective bargaining agreements have already been reached. Creating bills to alleviate the State of contracts it already agreed to harms good faith contract negotiations.

This cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska and disincentivizes state employment. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Sincerely,

Ethan Graetz

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 4:16 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379, State Workers already taken substantial hits in work force, pay cuts just like private sector, Don't support HB 379

From: AK Girl [mailto:akgirlcomeback@gmail.com]
Sent: Wednesday, April 20, 2016 3:16 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Representative.Scott.Kawasaki@akleg.gov
Subject: HB 379, State Workers already taken substantial hits in work force, pay cuts just like private sector, Don't support HB 379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. Yes other companies are laying off workers across the state, but so has the State. State employees have not only been laid off but we had our COLA taken away for 3 years; we have to do two days furlough so that amounts to a minimum of several hundred dollars per year, plus we have increases in our medical care. I'd say we are doing more than our share and have taken sizable hits just like the private sector. As it is the State of Alaska has trouble recruiting people to stay and

provide services for the State of Alaska. There are those who have always blasted State workers for a number of reasons. However, State workers are educated and usually have worked many years in the private sector gaining valuable experience before coming to work for the State. We're hard working and provide a great a valuable service to the State of Alaska. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 3:19 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Jan Carolyn Hardy [mailto:jancarolynhardy@yahoo.com]
Sent: Thursday, April 21, 2016 2:50 PM
To: Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>
Cc: Jan Carolyn Hardy <jancarolynhardy@yahoo.com>
Subject: HB 379

Dear Legislators,

Although Representative Craig Johnson states that he initiated HB 379 at the beginning of the legislative session it appears on DAY 91 we have another last-minute shill game on the table.

State employees have already agreed to many concessions in the current bargaining agreements: no cost-of-living adjustment increases for 3 years (unprecedented,) unpaid furlough days, as well as higher out-of-pocket contributions from employees for their healthcare premiums. **State employees have known since last session that these concessions were needed and stepped up to the plate.**

HB 379 states that merit increases can be reconsidered only if oil reaches \$90/barrel and remains there for an entire year. That never happens in the current Department of Revenue 10 year forecast. Many departments including public safety already have problems with retention since other municipalities and states have better benefits than Alaska. If we remove merit increases we further take ourselves out of the running for attracting quality employees. Furthermore tying merit increases to oil revenue standards only perpetuates Alaska's unreasonable expectation that everything will return to normal and we will not need to diversify our income base. **Merit increases are revenue neutral.** New employees come into the system at the lowest pay range while high paid individuals are retiring.

HB 389 was introduced after the regular session was extended. The legislature also ignored its own 24 hour rule requiring the timely announcement of hearings and public testimony. HB 379 a disingenuous distraction to the real work needed and designed to appeal to Representative Johnson's political base not to the Good of all Alaskans.

Sincerely,

Jan Carolyn Hardy

Jan Carolyn Hardy
GTK Commercial Real Estate, LLC
Sales Associate
(907) 227-2580 Work
(907) 301-4685 Cell
JanCarolynHardy@yahoo.com
4730 Business Park Blvd., H-44
Anchorage, Alaska 99503
www.AlaskaCommercialLeasing.com

== Please remember that if this email was sent to multiple recipients to use the "Reply to All" button so everyone sees the reply ==

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Everybody does better when *everybody* does better.

Please spay or neuter your pets!

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 9:10 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: House Bill 379

From: O'Kelley, Shannon L (DOT) [mailto:shannon.okelley@alaska.gov]
Sent: Thursday, April 21, 2016 8:05 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: House Bill 379

Hello Steve,

I just wanted to voice my opinion on the House Bill 379 from the perspective of an employee who works hard but doesn't make a lot of money. My pay scale is just under \$20 an hour and when I get those small raises, it makes a huge difference in the lives of my family. When the oil prices were skyrocketing, our raises continued but so did the cost of everything around us so it was as if we weren't receiving any more wages than before. Now that the price of oil has gone down, the only decrease in prices we have seen on the market are fuel prices, all other prices remained the same. It costs an arm and a leg to go to the grocery store to feed my family for a week. Instead of putting a stop on raises for everyone, maybe you should look at the pay scale of employees and their job performance and adjust accordingly instead of everyone across the board having to do without. I know for a fact, there are some employees that are making ridiculous amounts of money who do considerably less work than others. I understand it boils down to the education you have paid for determines the wages you receive, but if you don't have enough money to pay for a college education, how are you ever to get ahead of your station in life. I believe that a job done well deserves a decent pay and if you work hard, you should be compensated and appreciated with a raise so you can better yourself and your family. Just a thought. Please consider these few things when you are considering cutting well deserved raises for state employees like myself.

*Thanks for taking the time to listen,
Shannon*

Shannon O'Kelley | Admin Assistant I | Fairbanks International Airport Operations 
5195 Braumbaugh Blvd, Fairbanks, AK 99709 | 907.474.2500 | FAX 907.474.2512

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 9:13 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Merit increases

-----Original Message-----

From: Andy Khmelev [mailto:andy2001ak@yahoo.com]
Sent: Wednesday, April 20, 2016 10:16 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Merit increases

Dear senator,

I understand that the state is in fiscal trouble and that things like income taxes, sales taxes and cutting into the PFD were put down on the table. However what in gods name made you target state employees and state employees alone?

It's shocking that you would even considering doing something so horrid. While there are some state employees that are in upper management living fairly well off, but do you not realize that most state employees are not like that. In fact there are so many employees that are living paycheck to paycheck barely getting by. Do you realize that by taking away peoples raises you are taking away their livelihood! You are making people lose out on groceries, gas, mortgages, car payments, and more! Your are interfering with people's ability to take care of their families! We are talking kids (of all ages), college tuitions, ailing parents or grandparents, and members of the family who are disabled. Do you even grasp how wrong this is?

On top of that if you take away merit increases, do you realize how many quality people you would lose? I grew up in Juneau where a good chunk of the population works for the state. People spend years going to school, or working the private sector just to get good experience to work for the state. Why you ask? Because the state has always been a secure job where you can count on a consistent paycheck, health insurance and raises. What does this bill tell us? It tells us that you no longer value the hard work that we put into this state. That we don't matter and that you don't care to lose good people.

There will be a lot of people that will either pack up and leave Alaska entirely, or they will stay but leave state employment to go work for the private sector. You will be left with a workforce that won't care about their job and won't do efficiently, because the ones that did were under appreciated and left. Do the right thing!!!

Sincerely,

Andy Khmelev - a concerned Alaska resident.

"If at first you don't succeed, your not Chuck Norris."

"If at first you don't succeed, your not Chuck Norris."

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 9:16 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please Vote No on HB 379

-----Original Message-----

From: Wayne Norlund [mailto:wayne.norlund@yahoo.com]
Sent: Wednesday, April 20, 2016 7:09 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Please Vote No on HB 379

Greetings Representative Thompson!

I urge you to vote against HB 379. As a long time State employee I am already doing my share to help. HB 379 is a misguided and disproportionate cost-shifting of the deficit burden to State employees.

HB 379 suspends the last wage and benefit package agreed upon for thousands of State employees who have already made significant concessions in contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. This already amounts to a pay cut. The agreement is expected to save the State substantial funds.

Basing the re-implementation of step increases on the price of oil, at any level is arbitrary and capricious. It is a standard that is divorced from any performance measure or other factor that is within the control of any employee, and is unlikely to be achieved in the foreseeable future.

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that State employees review, administer, and deliver. The paychecks of state employees also provide substantial portions of many communities' private sector economies. Further reduction of State employees' compensation takes essential resources out of these communities. It also discourages talented, experienced employees and business owners from remaining in Alaska and discourages qualified, skilled people and potential entrepreneurs from moving to the state. A positive esprit de corps becomes darkened with fear in such circumstances.

Finally, creating upheaval in contract negotiations this late in the game as well as compounding the challenges in balancing the budget even after the legislative session should have finished is likely to create a similar situation to 2015, forcing the threat of a government shutdown which drains further resources, both financial and temporal.

Cuts will not solve Alaska's budget crisis. HB 379 has exceeded the threshold of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for State employees.

Thank you for your time,

Wayne Norlund

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 9:16 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Stop 379

From: Felix Favorite [mailto:scottfavorite@msn.com]
Sent: Wednesday, April 20, 2016 6:11 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Stop 379

I find it fundamentally dishonest on day 91 of a 90 day session to change terms of a negotiated contract where historically significant concessions were given.

Negotiations began in Summer of 2015. It is especially mendacious waiting to change it until after members voted on it Spring of 2016. Urge a No vote on HB379.

Sent from Mail for Windows 10

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 11:46 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: House Bill 379

From: Sue Linford [mailto:suelinford@gmail.com]
Sent: Wednesday, April 20, 2016 11:33 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>
Cc: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>
Subject: House Bill 379

Sorry for the mass email, but time is fleeting and my work too goes on.

For the State to truly develop a budget PLAN, it MUST include capping personnel costs. This bill develops a way to do so. I know in my own business that the larger part of expenses is personnel. Wages are only a part of those costs as you well know. Benefits are the other portion of personnel costs.

However, capping wages is only ONE part of a COMPLETE BUDGET PLAN. You folks know what the other ingredients are.

Thanks.

--

Sue Linford
M 907-229-6622
H 907-272-9172
W 907-272-5052

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 3:29 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379

From: Sarah Hetemi [mailto:shetemi@afphq.org]
Sent: Thursday, April 21, 2016 3:24 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB379

Representative Thompson

My name is Sarah and I am in support of HB379 as it freezes automatic pay increases. In a time of fiscal crisis it doesn't make sense to pass a budget including automatic pay increases, meanwhile increases certain tax sectors of our private economy. I am currently a full-time student at the University of Anchorage Alaska and while I still have a long road ahead to success and expertise on any subject for that matter, it does not take a rocket scientist to see that we can't be giving raises to one group and pink slips to the other. It is baffling to me that the Governor wants to increase taxes on businesses and individuals while giving out automatic raises – this is clearly not fair, and that is clear to everyone. To conclude, I am pleased to see legislation like HB379 introduced and I support it passing out of the House Finance Committee.

Sarah

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 4:13 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: Cathy Duxbury [mailto:CDuxbury@Udelhoven.com]

Sent: Wednesday, April 20, 2016 2:53 PM

To: Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>

Subject: HB 379

I have no words to describe the feeling I have knowing we have laid off 300 people; cut 20% of our office staff, given pay cuts to over 100 people and also cut our services in our offices by half. Not to mention donations which are virtually non-existent and you are considering raises for yourselves and State Workers?

You are so out of touch it is not even funny. I know Representative Gara will insist on taxing the Producers more so he can do this but really? You people should absolutely be ashamed of yourselves.

Cathy Duxbury

Helen Phillips

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:10 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

-----Original Message-----

From: Tom Hendrix [mailto:thendrix@carlile.biz]

Sent: Thursday, April 21, 2016 8:30 PM

To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>

Subject: I support House Bill 379

Dear Legislator,

My co-workers and neighbors are being laid off and/or taking cuts in pay. The Private Sector is taking the drastic measures that this low price environment has caused. It is time for the State of Alaska to take equal measures to help balance the budget. While taxation of numerous kinds and PFD benefits are also part of the solution, the State needs to

get its house in order and I support wage freezes and reductions to show it is serious about action before taking more from the private sector and tax paying businesses jobs and funding.

Thank you for your efforts for the population.

Tom Hendrix

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:10 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

From: juliea [mailto:juliea@gci.net]
Sent: Thursday, April 21, 2016 8:41 PM
To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>
Subject: I support House Bill 379

I am writing in support of HB 379. It is crucial that the state does everything it can to control costs in a economic downturn and be seen as a leader. Private industry is bearing the burden, and an income tax without a significant government reduction will send the wrong signal to the residents of Alaska. This will only serve to hasten the departure of private industry and their laid off workers. Thank you for all your work on this complex issue.

Julie Anderson

Sent via the Samsung GALAXY S® 5, an AT&T 4G LTE smartphone

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:07 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

-----Original Message-----

From: Shelby Davison [mailto:sdavison@gci.net]

Sent: Friday, April 22, 2016 8:02 AM

To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>

Subject: I support House Bill 379

Please vote for House Bill 379!

Sent from my iPhone

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:10 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

From: Molly Marler [mailto:molly@agcak.org]
Sent: Thursday, April 21, 2016 8:15 PM
To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>
Subject: I support House Bill 379

Molly Marler
Assistant Executive Director
Associated General Contractors of Alaska
Cell: 907-444-7894

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:11 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

From: Rick Fox [mailto:rick.fox@chouest.com]

Sent: Thursday, April 21, 2016 7:58 PM

To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>

Subject: I support House Bill 379

Matt, Jim, Harriet

Our company is working hard to keep employees. We have made adjustments and had some success. But we are not giving out raises at a time when all of our clients are asking us to help by cutting cost.

Our staff are very clear about the condition of the economy and fully support our efforts. The Public Employees will also understand.

Thanks,
Rick

Rick Fox
Sr. Vice President and General Manager
Edison Chouest Offshore Alaska
Office 907.562.2111 | Mobile 907.360.4816
Internal 53054

301 Calista Court
Anchorage, Alaska 99518
Email: rick.fox@chouest.com

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:13 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379-FFlavin

-----Original Message-----

From: Frank P. Flavin [mailto:flavin@alaska.net]

Sent: Thursday, April 21, 2016 6:30 PM

To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>

Subject: I support House Bill 379-FFlavin

Dear Honorable Alaska Legislators,

As all of us have to manage the downturn of our economy,

It is necessary that any additional State Of Alaska expenditures must be put on hold until better times.

Thank You for your support of House Bill 379.

All the best to you and futher legislation.

Frank

Flavin Photography
flavin@alaska.net
907-561-1606
<http://flavinphotography.com>

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 4:07 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379

From: Warton, Jeff [mailto:jwarton@sbsalaska.com]
Sent: Wednesday, April 20, 2016 1:55 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB379

In our current fiscal climate, the state cannot and should not afford any pay increases. Please pass HB379 out of Finance. Thank you

Spenard Builders Supply


Jeff Warton

General Manager

40575 Kalifornsky Beach Road

Kenai, AK 99611

Phone: 907 335 1626

Cell: 907 252 4069

Fax: 907 283 4398

jwarton@sbsalaska.com

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From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 11:45 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379

From: Caroline Higgins [mailto:carolinehigginsbrady@gmail.com]
Sent: Wednesday, April 20, 2016 11:38 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB379

I support passage of HB 379.

Caroline Higgins
Bidarka LLC
Cell: 907-441-9119

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 11:46 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Keep HB 379

From: Eileen Floyd [mailto:eileen@alaskawildlife.org]
Sent: Wednesday, April 20, 2016 11:34 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Keep HB 379

Hello,

I fully support HB 379 as a way to reduce spending. We need these steps toward budget reduction. Thank you.

Eileen Floyd

From: Rep. Steve Thompson
Sent: Wednesday, April 20, 2016 7:42 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: ALASKA CHAMBER | We support your efforts to achieve a sustainable budget

From: Curtis Thayer [mailto:cthayer@alaskachamber.com]
Sent: Tuesday, April 19, 2016 3:45 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: ALASKA CHAMBER | We support your efforts to achieve a sustainable budget

Dear Representative Thompson,

Good afternoon. The Alaska Chamber is supportive of [House Bill 379](#) – a bill that checks automatic pay raises when oil revenues are low. As such, I am emailing to share that we have issued a [press release](#) this afternoon which further details the Chamber's position on.

Thank you for your continued efforts in working to achieve a sound fiscal plan for the future of our state.

Warm Regards,

Curtis W. Thayer
President and CEO
Alaska Chamber
(907) 223-8270 cell
cthayer@alaskachamber.com

This email was sent on behalf of the Alaska Chamber by ChamberMaster, 24400 Smiley RD Ste. 4, Nisswa, MN 56468. Report suspected email abuse by [clicking here](#). If you have questions or comments concerning this email or ChamberMaster services in general, please contact us by email at support@chambermaster.com.

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From: Rep. Steve Thompson
Sent: Tuesday, April 19, 2016 5:46 PM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB379

-----Original Message-----

From: rick [mailto:rbjb@gci.net]
Sent: Tuesday, April 19, 2016 5:21 PM
To: Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>
Cc: Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Sen.Kathy.Giessel@aklleg.gov; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep.Brice.Edgmon@akleg.gov; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>
Subject: HB379

Legislators,

The newly introduced but long overdue issue of trimming personnel costs in the government has finally been broached By Rep Johnson.

It is early in the review process but all that I know of the bill is very welcome news.

Other than health care and school funding, personnel costs are a major part of our budget problem. There is supposed to be a hiring freeze but the dept of labor says about 500 new employees are or have been hired this year. This is crazy when we are about to cut the PFD, tax the PFD, tax income of individuals, begin an orgy of spending of the PFD (sustainable, I think not). We are even adding a new pennies per gallon fuel tax for a few thousands in revenue to solve our BILLION's of dollars in deficits.

Let us take this bill seriously and use it as an opportunity to resize government spending to fit the seriousness of our deficit.

If citizens are to have their incomes cut and attached, then let us resize employee wages/contracts. Their wages are out of line with 'regular' salaries/wages and benefits such as not/barely contributing to health care costs is unheard of out hear and unsustainable. Why do they have automatic raises? why new hires, why minimal health cost sharing, why cost of living increases? Why are they not a bigger part of solving the deficit. Yes they have contracts but who makes those contracts and who can modify those contracts? All of you.

Why are you not introducing a sales tax to AK instead of just an income tax?

You have to get Everyone to have skin in the game if you expect to have all Alaskans take you serious and to support any changes you introduce.

Don't just pick one fraction of all Alaskans to pay and let the rest slide with a minor burden. This is an all Alaskans deficit.

And when oil revenues increase to former levels, all these cuts and changes can begin to be removed, they should not be permanent. If we have learned anything, history says that the government will spend every dime it gets and waste a lot of it in the process. Time to change.

Support this bill.

Sincerely,

Richard Braun

From: Rep. Steve Thompson
Sent: Thursday, April 21, 2016 9:17 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: HB 379

From: LORRIE L LEVIEGEGRANT [mailto:lorriel@gci.net]
Sent: Wednesday, April 20, 2016 5:27 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: HB 379

Dear Rep Thompson:

Please vote YES to no pay step increases for certain state employees.

Thank you,

Lorrie LeViegegrant

West Anchorage

HB 379 testimony

Mr. Chairman and members of the committee. My name is Vince Beltrami and I'm president of the Alaska AFL-CIO representing 60,000 working families in the state of Alaska.

- Representative Johnson in response to a question from a House Finance Committee member on this bill said: "This is something the majority caucus has been working on since the beginning of this session." And yet this bill was introduced on the 91st day. Its an example of terrible public process, In fact Representative Johnson stated to the press it was done as a bargaining chip for a final budget deal. It's an insult to treat Alaska state employees as desperate bargaining chips. \$18 million (per fiscal note) as a chip against \$775 million in oil tax credits. That is unconscionable Mr. Chairman.
- Previously I was Executive Director of the largest apprenticeship program in the state. New employees with no skills, knowledge or training started at 50% of Journeyman wage. Only after training, improved skills, and satisfactory performance did they move up pay steps, until after 5 years they were fully qualified and finally paid the full wage.
- Same is true of public employees. Steps are progressions to the normal full rate. Not raising COLA at all keeps the floor static. Not having built in progression for new employees stifles incentives to performance. Steps and merit increases are cost neutral and don't even require a fiscal note, as new lower paid employees replace retiring higher paid employees.
- According to DOL statistics, <http://live.laborstats.alaska.gov/ces/ces.cfm?at=01&a=000000&adj=0> , Oil & Gas employees have lost 1800 jobs from October of 2014 to March of 2016, roughly the time period when Gov. Walker came into office until now. The same statistics show the state has lost 1400 jobs during the same period. And after another \$350 million in state budget cuts, state employees are on track to lose another 1000+ jobs over the next year, possibly exceeding losses in the oil industry.
- And 20-30% of oil & gas workers are non-residents who contribute nothing to the Alaska economy. Nearly every penny earned by a state employee is put back in to the state economy and spent primarily at Alaska businesses. Taking away reasonable step increases means more money not going to businesses that are members of the Alaska State Chamber of Commerce. So it boggles the mind that the Chamber's executive director is advocating further cuts to those who patronize his member businesses, and that his inaccurate testimony was the impetus for this bill.

- The bill is extremely flawed. It effectively bans increases forever. If oil is \$91 a barrel for 11 months, drops to \$89 for a month and then returns to \$91 workers are out of luck. Not to mention the price of oil going to \$90 could be 20 years away. Indeed, in the current Department of Revenue 10 year forecast, that never happens. How's that for morale boosting?
- Mr. Chairman and members of the committee please do not pass this ill-advised, poorly thought out bill out of committee

Thank you Mr. Chairman for the opportunity to offer testimony,

Sincerely,

Vince Beltrami
President
Alaska AFL-CIO

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:13 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Opposed to HB 379

-----Original Message-----

From: Karla Stephens [mailto:karlastep@icloud.com]
Sent: Thursday, April 21, 2016 7:14 PM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Opposed to HB 379

State employees are the face and backbone of all state services. All Alaskans, visitors, and non resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

I would like to see the Finance Committee focusing on how we as a State can raise revenue because we can no longer depend on oil revenue. I support an income tax as one way to help.

Thank you
Karla Stephens

Sent from my iPad

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:10 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

From: juliea [mailto:juliea@gci.net]
Sent: Thursday, April 21, 2016 8:41 PM
To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>
Subject: I support House Bill 379

I am writing in support of HB 379. It is crucial that the state does everything it can to control costs in a economic downturn and be seen as a leader. Private industry is bearing the burden, and an income tax without a significant government reduction will send the wrong signal to the residents of Alaska. This will only serve to hasten the departure of private industry and their laid off workers. Thank you for all your work on this complex issue.

Julie Anderson

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:10 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

-----Original Message-----

From: Tom Hendrix [mailto:thendrix@carlile.biz]

Sent: Thursday, April 21, 2016 8:30 PM

To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>

Subject: I support House Bill 379

Dear Legislator,

My co-workers and neighbors are being laid off and/or taking cuts in pay. The Private Sector is taking the drastic measures that this low price environment has caused. It is time for the State of Alaska to take equal measures to help balance the budget. While taxation of numerous kinds and PFD benefits are also part of the solution, the State needs to

get its house in order and I support wage freezes and reductions to show it is serious about action before taking more from the private sector and tax paying businesses jobs and funding.

Thank you for your efforts for the population.

Tom Hendrix

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:10 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

From: Molly Marler [mailto:molly@agcak.org]
Sent: Thursday, April 21, 2016 8:15 PM
To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>
Subject: I support House Bill 379

Molly Marler
Assistant Executive Director
Associated General Contractors of Alaska
Cell: 907-444-7894

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:13 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379-FFlavin

-----Original Message-----

From: Frank P. Flavin [mailto:flavin@alaska.net]

Sent: Thursday, April 21, 2016 6:30 PM

To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>

Subject: I support House Bill 379-FFlavin

Dear Honorable Alaska Legislators,

As all of us have to manage the downturn of our economy.

It is necessary that any additional State Of Alaska expenditures must be put on hold until better times.

Thank You for your support of House Bill 379.

All the best to you and futher legislation.

Frank

Flavin Photography

flavin@alaska.net

907-561-1606

<http://flavinphotography.com>

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:07 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: Please oppose HB 379

From: Rena Bukovich-Notti [mailto:rena.bukovichnotti@hotmail.com]
Sent: Thursday, April 21, 2016 10:24 PM
To: Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Representative.Harriett.Drummond@akleg.gov; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Representative.Lynn.GattisD@akleg.gov; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Representative.Shelly.Hughes@akleg.gov; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Representative.Charisse.Millett@aklet.gov; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Representative.Benjamin.Nakeak@akleg.gov; epresentative.Mark.Neuman@akleg.gov; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Representative.Ivy.Sponholz@akleg.gov; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>
Subject: Please oppose HB 379

Please support local and state employees. Most of us do not make high wages and many live paycheck to paycheck to make ends meet. We need a balanced and fair approach to solving the budget. We are part of your community and we need to work together. Last minute late night attacks do not represent a fair process and do not support finding a middle ground that is fair to all. Please reconsider HB379 and support a fair process for employees.

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:07 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: I support House Bill 379

-----Original Message-----

From: Shelby Davison [mailto:sdavison@gci.net]

Sent: Friday, April 22, 2016 8:02 AM

To: Rep. Matt Claman <Rep.Matt.Claman@akleg.gov>; Rep. Jim Colver <Rep.Jim.Colver@akleg.gov>; Rep. Harriet Drummond <Rep.Harriet.Drummond@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Neal Foster <Rep.Neal.Foster@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Mike Hawker <Rep.Mike.Hawker@akleg.gov>; Rep. Bob Herron <Rep.Bob.Herron@akleg.gov>; Rep. Shelley Hughes <Rep.Shelley.Hughes@akleg.gov>; Rep. Craig Johnson <Rep.Craig.Johnson@akleg.gov>; Rep. Andy Josephson <Rep.Andy.Josephson@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>; Rep. Wes Keller <Rep.Wes.Keller@akleg.gov>; Rep. Sam Kito <Rep.Sam.Kito.III@akleg.gov>; Rep. Jonathan Kreiss-Tomkins <Rep.Jonathan.Kreiss-Tomkins@akleg.gov>; Rep. Gabrielle LeDoux <Rep.Gabrielle.LeDoux@akleg.gov>; Rep. Bob Lynn <Rep.Bob.Lynn@akleg.gov>; Rep. Charisse Millett <Rep.Charisse.Millett@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Benjamin Nageak <Rep.Benjamin.Nageak@akleg.gov>; Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Kurt Olson <Rep.Kurt.Olson@akleg.gov>; Rep. Daniel Ortiz <Rep.Daniel.Ortiz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Lora Reinbold <Rep.Lora.Reinbold@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Paul Seaton <Rep.Paul.Seaton@akleg.gov>; Rep. Louise Stutes <Rep.Louise.Stutes@akleg.gov>; Rep. David Talerico <Rep.David.Talerico@akleg.gov>; Rep. Geran Tarr <Rep.Geran.Tarr@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Cathy Tilton <Rep.Cathy.Tilton@akleg.gov>; Rep. Liz Vazquez <Rep.Liz.Vazquez@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Adam Wool <Rep.Adam.Wool@akleg.gov>; Sen. Click Bishop <Sen.Click.Bishop@akleg.gov>; Sen. John Coghill <Sen.John.Coghill@akleg.gov>; Sen. Mia Costello <Sen.Mia.Costello@akleg.gov>; Sen. Mike Dunleavy <Sen.Mike.Dunleavy@akleg.gov>; Sen. Dennis Egan <Sen.Dennis.Egan@akleg.gov>; Sen. Johnny Ellis <Sen.Johnny.Ellis@akleg.gov>; Sen. Cathy Giessel <Sen.Cathy.Giessel@akleg.gov>; Sen. Lyman Hoffman <Sen.Lyman.Hoffman@akleg.gov>; Sen. Charlie Huggins <Sen.Charlie.Huggins@akleg.gov>; Sen. Pete Kelly <Sen.Pete.Kelly@akleg.gov>; Sen. Anna MacKinnon <Sen.Anna.MacKinnon@akleg.gov>; Sen. Lesil McGuire <Sen.Lesil.McGuire@akleg.gov>; Sen. Peter Micciche <Sen.Peter.Micciche@akleg.gov>; Sen. Donny Olson <Sen.Donny.Olson@akleg.gov>; Sen. Bert Stedman <Sen.Bert.Stedman@akleg.gov>; Sen. Gary Stevens <Sen.Gary.Stevens@akleg.gov>; Sen. Bill Stoltze <Sen.Bill.Stoltze@akleg.gov>; Sen. Bill Wielechowski <Sen.Bill.Wielechowski@akleg.gov>; Rep. Mike Chenault <Rep.Mike.Chenault@akleg.gov>; Rep. Chris Tuck <Rep.Chris.Tuck@akleg.gov>; Sen. Berta Gardner <Sen.Berta.Gardner@akleg.gov>; Sen. Kevin Meyer <Sen.Kevin.Meyer@akleg.gov>

Subject: I support House Bill 379

Please vote for House Bill 379!

Sent from my iPhone

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 7:00 AM
To: Helen Phillips
Subject: Fwd: I support House Bill 379

Sent from my iPhone

Begin forwarded message:

From: Neil mackinnon <takurat415@gmail.com>
Date: April 22, 2016 at 6:30:45 PM AKDT
To: <rep.matt.claman@akleg.gov>, <rep.jim.colver@akleg.gov>, <rep.harriet.drummond@akleg.gov>, <rep.bryce.edgmon@akleg.gov>, <rep.neal.foster@akleg.gov>, <rep.les.gara@akleg.gov>, <rep.lynn.gattis@akleg.gov>, <rep.david.guttenberg@akleg.gov>, <rep.mike.hawker@akleg.gov>, <rep.bob.herron@akleg.gov>, <rep.shelley.hughes@akleg.gov>, <rep.craig.johnson@akleg.gov>, <rep.andy.josephson@akleg.gov>, <rep.scott.kawasaki@akleg.gov>, <rep.wes.keller@akleg.gov>, <rep.sam.kito.III@akleg.gov>, <rep.jonathan.kreiss-tomkins@akleg.gov>, <rep.gabrielle.ledoux@akleg.gov>, <rep.bob.lynn@akleg.gov>, <rep.charisse.millett@akleg.gov>, <rep.cathy.munoz@akleg.gov>, <rep.benjamin.nageak@akleg.gov>, <rep.mark.neuman@akleg.gov>, <rep.kurt.olson@akleg.gov>, <rep.dan.ortiz@akleg.gov>, <rep.lance.pruitt@akleg.gov>, <rep.lora.reinbold@akleg.gov>, <rep.dan.saddler@akleg.gov>, <rep.paul.seaton@akleg.gov>, <rep.louise.stutes@akleg.gov>, <rep.dave.talerico@akleg.gov>, <rep.geran.tarr@akleg.gov>, <rep.steve.thompson@akleg.gov>, <rep.cathy.tilton@akleg.gov>, <rep.liz.vazquez@akleg.gov>, <rep.tammie.wilson@akleg.gov>, <rep.adam.wool@akleg.gov>, <sen.click.bishop@akleg.gov>, <sen.john.coghill@akleg.gov>, <sen.mia.costello@akleg.gov>, <sen.mike.dunleavy@akleg.gov>, <sen.dennis.egan@akleg.gov>, <sen.johnny.ellis@akleg.gov>, <sen.cathy.giessel@akleg.gov>, <sen.lyman.hoffman@akleg.gov>, <sen.charlie.huggins@akleg.gov>, <sen.pete.kelly@akleg.gov>, <sen.anna.mackinnon@akleg.gov>, <sen.lesil.mcguire@akleg.gov>, <sen.peter.micciche@akleg.gov>, <sen.donny.olson@akleg.gov>, <sen.bert.stedman@akleg.gov>, <sen.gary.stevens@akleg.gov>, <sen.bill.stoltze@akleg.gov>, <sen.bill.wielechowski@akleg.gov>, <rep.mike.chenault@akleg.gov>, <rep.chris.tuck@akleg.gov>, <sen.bertha.gardner@akleg.gov>, <sen.kevin.meyer@akleg.gov>
Subject: I support House Bill 379

I support HB 379. Were going to be all hit with this oil price. State employees automatic increases should not make them imune to the pain thevrest of us feel.

Nw
Neil MacKinnon

To all it concerns;

It is my wish and ardent belief that all wage increases should be frozen until such time as our economy is back on strong footing and you don't see fit to tax the air we breathe. That will go a long way in slowing the blood loss in our Great State. This is a state of independent people and you are turning it into a welfare state. If people really need HELP that is one thing, but there are very few that cannot do some kind of work for it or train for employment. It is time you start using your heads and figure out what isn't working and get rid of it instead of just starting another program and dumping more money into the same system that the same people learn so quickly to use to their advantage. When you have families on welfare, driving fairly new cars or trucks, all the newest electronic equipment for them and all the kids, 4 wheelers and snow machines and whatever else, you have a problem folks. You should give them a hand up not a hand out! If They are on welfare put their PFD'S into the welfare system. It can be done to exempt to elderly or handicapped that can't work but most of them don't chew up the resources that generation family welfare recipients do. It is time to start doing the jobs you are paid for, those you were elected to do. You may not recognize the person you see in the mirror right away but I would venture to say that it wouldn't take long before you would admire them.

I sure hope our state isn't following the way that the rest of our country seems to be heading. It seems everything in both parties is about greed and power. I ask, Where Do you Stand???

Yours for a great state government,

Jack Barnes

jsbarnes@mtaonline.net

PO Box 3597

Palmer,Ak.99645

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 7:06 AM
To: Helen Phillips
Subject: Fwd: SB91

Sent from my iPhone

Begin forwarded message:

From: Donald Kingkade <kkingkade@me.com>
Date: April 22, 2016 at 3:25:59 PM AKDT
To: <Rep.steve.thompson@akleg.gov>
Subject: **SB91**

Whole heartedly support SB91! Please support this bill with a yes vote.

Don Kingkade
Riverview Dr
Fairbanks, AK

iPhone Msg

From: Rep. Steve Thompson
Sent: Sunday, April 24, 2016 10:36 AM
To: Helen Phillips
Subject: FW: Hb 379 testimony

From: David Nees [mailto:davidneesak@gmail.com]
Sent: Sunday, April 24, 2016 7:30 AM
To: Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>
Subject: Hb 379 testimony

This is a follow up to my oral testimony on this bill.

I was a teacher in ASD during the step and lane freeze in the 1980s.

For six years my wife and I lost \$1400 each annual step increases,(longevity pay). Total loss of income \$16,800 each, we were never able to regain our steps.

Although a hardship it allowed us to remain employed and pay our mortgage.

We were thrifter and had less discretionary spending, but we were employed.

Districts that did not choose this path laid off staff and teachers and cut programs.

I believe hb379 is a jobs bill that will save state employees their jobs.

I support this fiscally sound bill.

David Nees

2542 curlew circle

Anchorage Ak 99502

On a further note, the freeze probably saved the district and state \$ on TRS contributions and my retirement.

From: Rep. Steve Thompson
Sent: Friday, April 22, 2016 8:09 AM
To: Helen Phillips
Cc: Jane Pierson
Subject: FW: ATTENTION!!!!

From: chayna azlin [mailto:chayna_azlin_1@yahoo.com]
Sent: Thursday, April 21, 2016 10:10 PM
To: Rep. Mark Neuman <Rep.Mark.Neuman@akleg.gov>; Rep. Steve Thompson <Rep.Steve.Thompson@akleg.gov>; Rep. Dan Saddler <Rep.Dan.Saddler@akleg.gov>; Rep. Bryce Edgmon <Rep.Bryce.Edgmon@akleg.gov>; Rep. Lynn Gattis <Rep.Lynn.Gattis@akleg.gov>; Rep. Cathy Munoz <Rep.Cathy.Munoz@akleg.gov>; Rep. Lance Pruitt <Rep.Lance.Pruitt@akleg.gov>; Rep. Tammie Wilson <Rep.Tammie.Wilson@akleg.gov>; Rep. Les Gara <Rep.Les.Gara@akleg.gov>; Rep. David Guttenberg <Rep.David.Guttenberg@akleg.gov>; Rep. Scott Kawasaki <Rep.Scott.Kawasaki@akleg.gov>
Subject: ATTENTION!!!!

Dear Legislator,

State Employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that the state employees review, administer and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. these concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the state at least 57 million the first year.

State employees are doing their share and are willing to help. HB379 is a shameless disproportionate cost-shifting of the deficit burden to state employees.

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 6:54 AM
To: Helen Phillips
Subject: Fwd: HB 379

Sent from my iPhone

Begin forwarded message:

From: Beverly Lewanski <bevlewanski@hotmail.com>
Date: April 22, 2016 at 11:20:47 PM AKDT
To: "Representative.Steve.Thompson@akleg.gov"
<Representative.Steve.Thompson@akleg.gov>
Subject: HB 379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. **The budget process requires revenue reform to move Alaska forward. In addition, please look at your own salaries and travel budgets and make appropriate cuts, afterall, you folks are really NOT getting anything accomplished this session. It's pretty disgusting!!!**

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees. State employees are truly "public servants".

Sincerely,

Bev Lewanski

Writing in support of the few state employees I happen to know! They are all working very, very, hard!!

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 6:54 AM
To: Helen Phillips
Subject: Fwd: HB379

Sent from my iPhone

Begin forwarded message:

From: Alberta Lippitt <albertalippitt@hotmail.com>
Date: April 22, 2016 at 10:23:07 PM AKDT
To: "mailto:" <representative.steve.thompson@akleg.gov>
Subject: HB379

I am writing in opposition to HB379. Public service is not the same as private industry. The missions are completely different, service versus profit. Several Bargaining Units have made major concessions in their new contracts, no annual COLAs, increased contribution to health insurance costs, and furloughs. These employees will join all other Alaskans in whatever plan is conceived for all residents to share in deficit reduction, income tax or sale tax, revised Permanent Fund plan. State employees will be sacrificing more than other residents in helping to reduce the deficit as a result. In addition, many State workers do not live extravagantly and receive housing assistance or have a second job just to make ends meet now. They would likely not make it if the current situation lasts for several years without an increase in pay. State workers have made the commitment to work for the State and should be supported. Please consider Mr. Duncan's testimony before your committee on April 21, 2016, regarding this bill. He gave very relevant information that should help you to reach a decision. Please oppose HB379.

Thank you

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 7:01 AM
To: Helen Phillips
Subject: Fwd: HB 379

Sent from my iPhone

Begin forwarded message:

From: carrie curtis <carriecurtis@yahoo.com>
Date: April 22, 2016 at 6:21:29 PM AKDT
To: "Representative.Mark.Neuman@akleg.gov" <Representative.Mark.Neuman@akleg.gov>, "Representative.Steve.Thompson@akleg.gov" <Representative.Steve.Thompson@akleg.gov>, "Representative.Dan.Saddler@akleg.gov" <Representative.Dan.Saddler@akleg.gov>, "Representative.Bryce.Edgmon@akleg.gov" <Representative.Bryce.Edgmon@akleg.gov>, "Representative.Lynn.Gattis@akleg.gov" <Representative.Lynn.Gattis@akleg.gov>, "Representative.Cathy.Munoz@akleg.gov" <Representative.Cathy.Munoz@akleg.gov>, "Representative.Lance.Pruitt@akleg.gov" <Representative.Lance.Pruitt@akleg.gov>, "Representative.Tammie.Wilson@akleg.gov" <Representative.Tammie.Wilson@akleg.gov>, "Representative.Les.Gara@akleg.gov" <Representative.Les.Gara@akleg.gov>, "Representative.David.Guttenberg@akleg.gov" <Representative.David.Guttenberg@akleg.gov>, "Representative.Scott.Kawasaki@akleg.gov" <Representative.Scott.Kawasaki@akleg.gov>, "Senator.Mia.Costello@akleg.gov" <Senator.Mia.Costello@akleg.gov>, "Representative.Liz.Vazquez@akleg.gov" <Representative.Liz.Vazquez@akleg.gov>
Subject: HB 379
Reply-To: carrie curtis <carriecurtis@yahoo.com>

Dear Legislator,

I know that some of are against HB 379 and some of you are fully behind it. This is to those who continue to support HB 379 and neglect that state employees also have families to raise and bills to pay. You continue to throw the responsibility on state employees only as if we were the cause. This is an Alaskan problem, not a state employee problem. I have added my representatives to this email as well so they are aware of where I stand on this issue. Your constituents will not forget come voting season.

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Sincerely,
Carrie Curtis

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 7:02 AM
To: Helen Phillips
Subject: Fwd: HB 379

Sent from my iPhone

Begin forwarded message:

From: Ellen Hackenmueller <ehackenmueller@gmail.com>
Date: April 22, 2016 at 6:04:39 PM AKDT
To: <Representative.Steve.Thompson@akleg.gov>
Subject: HB 379

Dear Legislator,

State employees are the face and backbone of all state services. All Alaskans, visitors, and non-resident workers are affected by the quality of service and the integrity of policies that state employees review, administer, and deliver.

HB 379 suspends the last wage benefit for thousands of state employees who have already made concessions during good faith contract negotiations. These concessions include no COLA and 6 days of furlough over the life of the contract. The agreement is expected to save the State at least \$7 million in the first year.

State employees are doing their share and are willing to help. HB 379 is a shameless and disproportionate cost-shifting of the deficit burden to state employees.

Cuts will not solve Alaska's budget crisis. HB 379 has reached the point of diminishing returns for Alaska. The budget process requires revenue reform to move Alaska forward.

Please OPPOSE HB 379 and other efforts to end merit increases and pay increments for state employees.

Ellen Hackenmueller

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 7:07 AM
To: Helen Phillips
Subject: Fwd: Please Do Not Support HB379

Sent from my iPhone

Begin forwarded message:

From: Don Slone <Don@livingstonstone.com>
Date: April 22, 2016 at 3:45:41 PM AKDT
To: "Representative.Steve.Thompson@akleg.gov"
<Representative.Steve.Thompson@akleg.gov>
Subject: **Please Do Not Support HB379**

Dear Representative Thompson,

I learned that HB379 attempts to change the *merit* pay system. You have many tough choices to make in your efforts to balance the state budget, but let me share why this is a bad idea for the economy — particularly the private construction sector.

As an owner of an architectural & engineering company, I know how vital knowledgeable and competent public sector employees are to the success of our business. As designers of buildings, we are responsible for the life and safety of the public. But we don't do that alone.

Throughout the design and construction process, we interact heavily with government building officials. We need their knowledgeable and timely responses. If they are not the best, we are not the best. Worse yet, if they are incompetent or overloaded, our projects run into significant and sometimes disastrous problems.

We saw this happen in the late 80's recession. The State dramatically cut employee compensation packages, it lost its best employees. This dramatically affected our ability to get the responses needed to make projects successful. Designers, contractors and owner's were all affected by the State's inability to meet their core responsibilities. Folks needlessly lost time and money. Lawsuits rose dramatically.

In the end, those State cuts made an already bad economy even worse for the AE & construction industries, costing more than they saved.

Please don't let that happen again by driving away good, experienced state workers. The merit system motivates and retains experienced employees.

Please oppose HB379.

Thank You,

Don Slone, PE

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 7:05 AM
To: Helen Phillips
Subject: Fwd: Oppose HB 379

Sent from my iPhone

Begin forwarded message:

From: <vania@alaska.net>
Date: April 22, 2016 at 4:26:49 PM AKDT
To: <Representative.Steve.Thompson@akleg.gov>
Cc: <Representative.Mark.Neuman@akleg.gov>, <Representative.Dan.Saddler@akleg.gov>, <Representative.Bryce.Edgmon@akleg.gov>, <Representative.Lynn.Gattis@akleg.gov>, <Representative.Cathy.Munoz@akleg.gov>, <Representative.Lance.Pruitt@akleg.gov>, <Representative.Tammie.Wilson@akleg.gov>, <Representative.Les.Gara@akleg.gov>, <Representative.David.Guttenberg@akleg.gov>, <Representative.Scott.Kawasaki@akleg.gov>, <Representative.Scott.Kawasaki@akleg.gov>, <Representative.Charisse.Millett@akleg.gov>, <Representative.Craig.Johnson@akleg.gov>, <Representative.Liz.Vazquez@akleg.gov>
Subject: Oppose HB 379

Dear Representative Thompson and members of the House Finance Committee:

I am a lifelong Alaskan having been born in Juneau and growing up in Anchorage. I have been a state employee for the Alaska Department of Fish and Game since 1987. I have dedicated nearly 24 years of service to the State of Alaska working to protect the sustainability of fisheries resources for all Alaskans as well as working to provide opportunity for commercial, sport, personal use, and subsistence users across the state.

I am writing today to express my opposition to HB 379 based upon the following points.

1) 1) \$90 a barrel appears to be an arbitrary figure. It will likely be many years before the state will ever see \$90 a barrel again. Because of this, the state will have to take actions to diversify our economy and generate new sources of revenue coupled with reductions in state spending. As this occurs, the private sector will progress and grow while public employees will remain stagnant. Public employee wages should not be tied into a single source of revenue that is driven by world markets.

2) 2) Sponsors of the bill testify that merit increases should not be given to public employees while private sector employees are being laid off. This appears to be a generalized statement since the only examples given for layoffs are within the oil industry. What other industries are experiencing layoffs? Tourism, fishing, medical, construction, hospitality, military, travel, are just a few industries that come to mind. How are these industries doing? Didn't the minimum wage just get increased? I suggest you reach out to ENSTAR and ask them about bonuses being paid out in 2015.

3) 3)The State has also reduced its workforce, not just through attrition and leaving positions vacant, but also with employees being laid off. These reductions have all been the result of budget cuts to departments the last two legislative cycles. These cuts have left the remaining workforce with increased workloads and a public that expects the same level of service. This bill also comes up after legislation already made reductions to department budgets.

4) 4)Public employees have already contributed to reduction in state expenditures through contract negotiations which, in part, increased the employee's contribution to medical expenses and forgone COLA increases.

5) 5) Since it appears that the examples used to compare sharing the burden of the state's fiscal crisis relates to the reductions to the oil industry, I think it is only fair to point out that the industry and its employees reaped the benefits during years of high oil prices while public employees maintained a modest, agreed upon amount.

6) 6)Public employees will share the burden the same as all Alaskan's via a tax increase and/or restructured dividend. A tax increase and/or restructured dividend coupled with a freeze in merit increases results in public employees having to bear more of the burden. Unless you implement a tax on everyone and/or restructure the dividend program, then private sector is not sharing the burden.

7) 7) A pay freeze affects retirement income long after the fiscal crisis goes away. I have invested 24 years of my life to the state, forgoing opportunities for bigger rewards in private sector for stability of state government work. I chose this stability and modest salary rather than work in the fishing industry where I could make as much money with only 3 months of work. This decision was based upon the knowledge of a stable wage and benefit package. HB 136 changes the rule of the game after the game is over.

8) 8)Merit increases are not automatic. An acceptable evaluation has to be written. Maybe a better solution is to reform the process by increasing the bar for merit increases to highly

acceptable or outstanding. Allow the administration to negotiate in good faith instead of ruling with an iron fist and dictating terms.

In closing, I would just like to address a comment made by one of the bill sponsors who said, "65% of the state's income is gone....." I suggest the legislative body address the fiscal reform package to solve the fiscal dilemma. HB 379 bill will not fix that problem.

Respectfully,

Thomas D. Vania

7247 Tyre Dr.

Anchorage, AK

907-349-1223

From: Rep. Steve Thompson
Sent: Saturday, April 23, 2016 7:02 AM
To: Helen Phillips
Subject: Fwd: What's wrong with SB379

Sent from my iPhone

Begin forwarded message:

From: Alyssa <alyssahobbs78@gmail.com>
Date: April 22, 2016 at 4:34:09 PM AKDT
To: <representative.cathy.munoz@akleg.gov>, <representative.sam.kito.III@akleg.gov>, <representative.les.gara@akleg.gov>, <representative.mark.neuman@akleg.gov>, <representative.dan.saddler@akleg.gov>, <representative.steve.thompson@akleg.gov>, <representative.lance.pruitt@akleg.gov>, <representative.lynn.gattis@akleg.gov>, <representative.bryce.edgmon@akleg.com>, <representative.tammie.wilson@akleg.gov>, <representative.david.guttenberg@akleg.gov>, <representative.scott.kawasaki@akleg.gov>, <representative.mike.hawker@akleg.gov>
Subject: What's wrong with SB379

- Let's just start with the public process. This bill was introduced after the regular session was extended even after its sponsor admitted it had been in the works since day one. The legislature also ignored their own 24 hour rule dictating when they need to announce hearings and public testimony.
- State employees have already agreed to many concessions in the current bargaining agreements: no cost-of-living adjustment increases for 3 years (unprecedented), unpaid furlough days, as well as a decrease in the employer amount toward their healthcare premiums. State employees have known since last session that these concessions were needed and stepped up to the plate.
- This bill states that merit increases can be reconsidered only if oil reaches \$90/barrel and stays there for an entire year. In the current Department of Revenue 10 year forecast, that never happens. How's that for morale boosting?
- Many departments, include public safety, already have problems with retention since other municipalities and states have better benefits than Alaska. If we remove merit increases, we further take ourselves out of the running for attracting quality employees.
- As it stands, merit increases are revenue neutral because new employees come into the system at the lowest pay range while high paid individuals are retiring.
- We need our legislators to get a fiscal plan together. We've all known that since day one. This bill is a disingenuous distraction to the real work needed.

Please vote no on SB 379.

Sincerely,
A concerned constituent