

HB

150

<TARGET><BILL>HB 150</BILL><SUBJECT>HB
150</SUBJECT><COMM></COMM></TARGET>

SENATE COMMITTEE REPORT

DATE: 1/18/18

FURTHER: Finance

DATE TURNED
IN TO OFFICE: 3/19/18

State Affairs Committee considered HOUSE BILL NO. 150

HB 150-PAY, ALLOWANCES, BENEFITS FOR MILITIA MEM

"An Act relating to pay, allowances, and benefits for members of the organized militia."

and recommends:

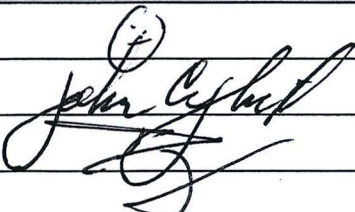



- [] be replaced with SCS _____ (_____) [] Same Title [] Technical Title Change
[] New Title/SCR No. _____
- [] adopt previous SCS _____ (_____) [] Same Title [] Technical Title Change
[] New Title/SCR No. _____
- [] attached amendment(s)
- [] adopt _____ Letter of Intent
- [] further referral to _____ Committee

Dept Abbr.	
ADM	LWF
CED	LAW
COR	LEG
EED	MVA
DEC	DNR
DFG	DPS
GOV	REV
DHS	DOT
AJS	UA

NEW FISCAL NOTE(S)				
Dept.	Fiscal	Indet.	Zero	FN #
MVA		✓		2

PREVIOUS FISCAL NOTE(S)				
Dept.	Fiscal	Indet.	Zero	FN #

[] APPROPRIATION - - no fiscal note

SIGNATURES AND RECOMMENDATIONS:	PRINTED LAST NAME	DO PASS	DO NOT PASS	NO REC	AMEND
	Wilson	✓			
	Coyne	✓			
	EGAN	✓			
CHAIR: 	MEYER	✓			



ALASKA STATE LEGISLATURE

House Military & Veterans' Affairs Committee

REP. CHRIS TUCK

Chairman
State Capitol, Room 204
Juneau, AK 99801
907.465.2095

Rep. Gabrielle LeDoux, Vice-Chair
Rep. Justin Parish
Rep. Ivy Spohnholz

Rep. Dan Saddler
Rep. Lora Reinbold
Rep. George Rauscher

MEMORANDUM

January 24, 2018

TO: Senator Kevin Meyer
Chair, State Affairs Committee

FROM: Rep. Chris Tuck
House Majority Leader 

SUBJ: Hearing Request for House Bill 150

I respectfully request a hearing in the Senate State Affairs Committee for House Bill 150: Pay, Allowances, Benefits for Militia Members.

House Bill 150 would authorize the same pay, allowance and benefits for the organized militia whether they are called into state active duty by the Governor or Adjutant General or called to service under federal active duty by the President.

Included in the bill packet:

- House Bill 150 version A
- Fiscal Note – Dept. of Military and Veteran Affairs
- Sponsor Statement
- Support Letters
- Pay Charts (prepared by DMVA)

If you have any questions please feel free to contact me or my staff Kendra Kloster at 465-3579.

Thank you for your consideration.



ALASKA STATE LEGISLATURE

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House Bill 150

"An Act relating to pay, allowances, and benefits for members of the organized militia."

House Bill 150 is part of the ongoing efforts by the Alaska State Legislature and Department of Military and Veterans' Affairs to modernize the 1955 Alaska Military Code by providing statutory changes that will better serve our Alaska organized militia.

House Bill 150 would authorize the same pay, allowance and benefits for the organized militia whether they are called into state active duty by the Governor or Adjutant General or called to service under federal active duty by the President.

The current pay system for the organized militia is based on compensation for the specific duty when called into active state service. Under the federal active duty, service members are paid based on their grade and rank, not by the specific duty they are assigned to. The current pay system is not stable or reliable for our organized militia and creates a difficult accounting system that requires many hours to determine each member's pay. House Bill 150 will create a streamlined approach to the accounting system by aligning the pay, allowances and benefits for the Alaska organized militia whether if called to state or federal active duty.

Our service members deserve a reliable pay structure, regardless of where they are called to duty.



THE STATE
of **ALASKA**
GOVERNOR BILL WALKER

Department of Military and
Veterans' Affairs

Office of the Commissioner

P.O. Box 5800
JBER, AK 99505-0800
Main: 907.428.6003
Fax: 907.428.601

Representative Chris Tuck, Chairman
House Special Committee on Military and Veterans' Affairs
Alaska House of Representatives
Room 204, Alaska State Capitol
Juneau, AK 99801

13 March 2017

Dear Representative Tuck:

Thank you to you and your committee for hearing HB 150, regarding calculation of pay, benefits, and allowances for members of Alaska's organized militia.

Under the existing accounting system, Alaska State Defense Force (ASDF) Soldiers serving during emergencies and disasters are paid as state employees, according to the task(s) performed. Properly calculating each Soldier's pay requires accounting and payroll personnel to identify the job or jobs performed, and how many hours each carried out those responsibilities. For example, a Soldier may be deployed answering telephones in a Disaster Assistance Center for a period of time, then sent to manage traffic. So the Soldier would be paid as an "Admin I" for hours spent on the phones, and as a "Constable I" for hours engaged directing traffic.

During Tuesday's hearing on the bill, I testified the new system of pay calculation offered by HB 150 would help the Alaska Department of Military and Veterans' Affairs (DMVA) contain costs by reducing the administrative burden associated with processing paperwork for personnel serving during disasters or emergencies. While the existing system requires extensive research and tracking of time and tasks for each individual, under the new system, the calculation becomes a simple matter of "Time x Rate = Pay," without the need for extensive calculation and validation of numerous separate elements. Without engaging in excessive conjecture, I testified that intuitively, we believe the new system will be faster, cheaper, and would likely result in emergency personnel being paid more timely.

Representative Justin Parish asked if we could estimate the time and cost savings we expect to realize under the new system, should HB 150 become law. Our ability to do so precisely is limited at best, but we can assess likely benefits considering both fixed and variable elements to the potential savings. Fixed savings include elimination of the now required semi-annual pay rate calculation, while for variable elements, we expect significant administrative time (and associated cost) savings in

determining the tasks performed and duration of service, then using those details and the pay table to calculate the amount due each individual.

The following describes potential savings in several key offices.

Finance

Twice a year, an Accountant III determines the new pay rates for State Active Duty. This cost would be entirely eliminated, as there would no longer be a need for this calculation if HB 150 passes.

Net savings: $10 \text{ hours} \times 2 = 20 \times \$35.29 \text{ (hourly rate)} = \705.80

Homeland Security and Emergency Management

The current DHS&EM Administrative Operations Manager can very quickly determine what jobs are being done and the corresponding State positions, once he is provided information from ASDF concerning the actual duties performed. However, if someone else were in that position, it could easily take longer, so we estimate saving an average of 30 minutes per person doing a given task per disaster.

Net savings: $\$56.58 \text{ (hourly rate)} \text{ divided by } 2 = \28.29

Administrative Services

The last disaster to activate the Alaska State Defense Force (ASDF) required our Administrative Assistant to spend about 10 hours to process paperwork and payroll. Using this example, we estimate the new pay system could save upwards of 9 hours, as there is no longer need to calculate the hourly rate of each ASDF member based on their equivalent state job, review timesheets, and make any overtime calculations.

Net savings: $[10 \text{ hours} \times \$25.73 \text{ (hourly rate)}] - [1 \text{ hour} \times \$25.73 \text{ (hourly rate)}] = \$257.30 - \$25.73 = \231.57 savings

TOTAL

Savings that will happen whether there is a disaster or not = $\$705.80$ and 20 hours

Savings per disaster = $\$28.29 + \231.57 and $1\frac{1}{2}$ hours (this will fluctuate, depending on the scope of the disaster) = approximately $\$259.86$ and $1\frac{1}{2}$ hours

Regarding processing time once the pay amount is determined, we do not expect significant savings unless and until the State adopts a more automated approach (including direct deposit options) to issuing warrants. It will take less time on the front end however to determine the pay rate and any overtime entitlements.

In total, if HB 150 passes, we're confident DMVA will land slightly on the "good side" of cost neutral.

I hope this information is helpful. Please let me know if you have further questions.

Respectfully,

A handwritten signature in blue ink that reads "Robert A.K. Doehl". The signature is written in a cursive style with a large initial 'R' and 'D'.

Robert A.K. Doehl
Deputy Commissioner

	Over 2 years	Over 3 years	Over 4	Over 6	Over 8	Over 10
E-1	\$52.60	\$52.60	\$52.60	\$52.60	\$52.60	\$52.60
E-2	\$58.96	\$58.96	\$58.96	\$58.96	\$58.96	\$58.96
E-3	\$65.89	\$69.89	\$69.89	\$69.89	\$69.89	\$69.89
E-4	\$72.19	\$76.10	\$79.96	\$83.36	\$83.36	\$83.36
E-5	\$79.94	\$83.81	\$87.75	\$93.92	\$100.36	\$105.65
E-6	\$89.97	\$93.94	\$97.80	\$101.83	\$110.88	\$114.42
E-7	\$103.17	\$107.12	\$112.35	\$116.44	\$123.56	\$127.41
E-8					\$135.98	\$141.99
E-9						\$166.11
W-1	\$108.02	\$110.84	\$116.81	\$123.86	\$134.26	\$139.11
W-2	\$121.61	\$124.85	\$127.07	\$134.28	\$145.47	\$151.02
W-3	\$130.79	\$136.16	\$137.92	\$143.54	\$154.60	\$166.12
W-4	\$147.90	\$152.14	\$156.32	\$163.51	\$170.63	\$177.84
O-1	\$103.86	\$125.55	\$125.55	\$134.06	\$139.02	\$144.08
O-2	\$130.92	\$150.78	\$155.88	\$159.09	\$164.15	\$172.70
O-3	\$150.81	\$162.77	\$177.48	\$185.99	\$195.32	\$201.34
O-4	\$175.16	\$186.85	\$189.44	\$200.30	\$211.94	\$226.44
O-5	\$197.57	\$211.23	\$213.81	\$222.35	\$227.45	\$238.68
O-6	\$231.12	\$246.29	\$246.29	\$247.23	\$257.83	\$259.22
O-7	\$290.30	\$296.27	\$301.01	\$309.59	\$318.07	\$327.88

Col (O-6) Orders from 8/17/15 to 9/30/16

4+ years of service

Under old system 241 days at \$191.47 = \$46,144.27

Under new system 241 days at \$246.29 = \$59,355.89

2015 Sockeye fire

	Days	Pay	Total
CPT (O-3) 11+ years of service			
Old	11	\$182.73	\$2,010.03
New	11	\$201.34	\$2,214.74
1LT (O-2) 2+ years of service			
Old	10	\$182.73	\$1,827.30
New	10	\$130.92	\$1,309.20
MAJ (O-4) 4+ years of service			
Old	39	\$182.73	\$7,126.47
New	39	\$189.44	\$7,388.16
1LT (O-2) 2= years of Service			
Old	5	\$182.73	\$913.65
New	5	\$130.92	\$654.60
SSG (E-5) 7+ years of service			
Old	11	\$182.73	\$2,010.03
New	11	\$93.92	\$1,033.12
CSM (E-9) 4+years			

Name	Rank	What if 4+ years
	O-4	\$189.44
	O-5	\$213.81
	E-5	\$87.75
	E-3	\$69.89
	O-3	\$177.48
	E-9	\$166.11
	E-9	\$166.11

O-5	\$213.81
O-5	\$213.81
E-4	\$79.96
E-5	\$87.75
O-3	\$177.48
O-5	\$213.81
O-3	\$177.48
O-1	\$125.55
E-8	\$135.98
O-4	\$189.44
E-5	\$87.75
O-2	\$155.88
O-1	\$125.55
E-3	\$69.89
O-1	\$125.55
O-2	\$155.88
O-5	\$213.81
E-5	\$87.75
O-1	\$125.55
E-5	\$87.75
E-5	\$87.75
E-5	\$87.75
E-2	\$58.96
E-8	\$135.98
O-1	\$125.55
O-1	\$125.55
O-6	\$246.29
O-6	\$246.29
O-1	\$125.55
O-5	\$213.81
E-2	\$58.96
O-4	\$189.44
E-7	\$112.35
E-8	\$135.98

Old	8	\$166.59	\$1,332.72
New	8	\$166.11	\$1,328.88
1SG (E-8) 8+ years			
Old	11	\$182.73	\$2,010.03
New	11	\$135.98	\$1,495.78
MAJ (O-4) 5+ years			
Old	6	\$166.59	\$999.54
New	6	\$189.44	\$1,136.64
1SG (E-8) 5+ years			
Old	17	\$182.73	\$3,106.41
New	17	\$135.98	\$2,311.66
COL(O-6) 8+Years			
Old	4	\$166.59	\$666.36
New	4	\$257.83	\$1,031.32
COL (O-6) 9+ years			
Old	8	\$166.59	\$1,332.72
New	8	\$257.83	\$2,062.64
COL (O-6)11+ years			
Old	6	\$166.59	\$999.54
New	6	\$259.22	\$1,555.32
LTC (O-5) 4+ years			
Old	32	\$182.73	\$5,847.36
New	32	\$213.81	\$6,841.92
LTC (O-5) 9+ years			
Old	3	\$166.59	\$499.77
New	3	\$227.45	\$682.35
Old	Total		\$30,681.93
New	Total		\$31,046.33

O-6	\$246.29
E-8	\$135.98
O-5	\$213.81
E-4	\$79.96
E-7	\$112.35
W-1	\$116.81
O-5	\$213.81
O-6	\$246.29
O-1	\$125.55
E-9	\$166.11
E-8	\$135.98
O-5	\$213.81
O-5	\$213.81
O-4	\$189.44
E-4	\$79.96
O-2	\$155.88
O-3	\$177.48
O-2	\$155.88
O-4	\$189.44
W-2	\$127.07
W-4	\$156.32

Total for 1 day	\$9,323.26
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2017 Military Pay Tables

BASIC PAY—EFFECTIVE JANUARY 1, 2017																						
Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10 ¹																						
O-9 ¹																						
O-8 ¹	10,155.00	10,487.70	10,708.50	10,770.00	11,045.70	11,505.90	11,612.70	12,049.80	12,175.20	12,551.70	13,096.50	13,598.70	13,933.80	13,933.80	13,933.80	13,933.80	14,282.70	14,282.70	14,639.70	14,639.70	14,639.70	14,639.70
O-7 ¹	8,438.10	8,829.90	9,011.40	9,155.70	9,416.70	9,674.70	9,972.90	10,270.20	10,568.70	11,505.90	12,296.70	12,296.70	12,296.70	12,296.70	12,359.70	12,359.70	12,606.90	12,606.90	12,606.90	12,606.90	12,606.90	12,606.90
O-6 ²	6,398.70	7,029.90	7,491.30	7,491.30	7,519.80	7,842.30	7,884.60	7,884.60	8,332.50	9,124.80	9,589.80	10,054.50	10,318.80	10,587.00	11,106.00	11,106.00	11,328.00	11,328.00	11,328.00	11,328.00	11,328.00	11,328.00
O-5	5,334.30	6,009.30	6,424.80	6,503.40	6,763.20	6,918.30	7,259.70	7,510.50	7,834.20	8,329.80	8,565.00	8,798.10	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70
O-4	4,602.60	5,327.70	5,683.50	5,762.40	6,092.40	6,446.40	6,887.40	7,230.30	7,468.50	7,605.60	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80
O-3	4,046.70	4,587.00	4,950.90	5,398.20	5,657.10	5,940.90	6,124.20	6,426.00	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50
O-2	3,496.50	3,982.20	4,586.10	4,741.20	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00
O-1	3,034.80	3,159.00	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70
O-3 ³				5,398.20	5,657.10	5,940.90	6,124.20	6,426.00	6,680.70	6,827.10	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00
O-2 ³				4,741.20	4,839.00	4,992.90	5,253.00	5,454.00	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70
O-1 ³				3,818.70	4,077.60	4,228.50	4,382.40	4,533.90	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20
W-5												7,436.10	7,813.20	8,094.00	8,405.10	8,405.10	8,826.00	8,826.00	9,266.70	9,266.70	9,730.80	9,730.80
W-4	4,182.00	4,498.50	4,627.50	4,754.70	4,973.40	5,190.00	5,409.30	5,738.70	6,027.90	6,303.00	6,528.30	6,747.60	7,070.10	7,335.00	7,637.40	7,637.40	7,789.80	7,789.80	7,789.80	7,789.80	7,789.80	7,789.80
W-3	3,819.00	3,978.30	4,141.50	4,195.20	4,365.90	4,702.50	5,052.90	5,218.20	5,409.00	5,605.50	5,959.20	6,198.00	6,340.80	6,492.60	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30
W-2	3,379.50	3,699.00	3,797.40	3,864.90	4,084.20	4,424.70	4,593.60	4,759.50	4,962.90	5,121.60	5,265.60	5,437.80	5,550.90	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60
W-1	2,966.40	3,285.60	3,371.40	3,552.90	3,767.40	4,083.60	4,231.20	4,437.30	4,640.40	4,800.30	4,947.00	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80	5,125.80
E-9 ⁴							5,052.60	5,166.90	5,311.50	5,481.00	5,652.60	5,926.50	6,158.70	6,402.60	6,776.40	6,776.40	7,114.80	7,114.80	7,470.60	7,470.60	7,844.70	7,844.70
E-8						4,136.10	4,318.80	4,432.20	4,567.80	4,715.10	4,980.30	5,114.70	5,343.60	5,470.50	5,782.80	5,782.80	5,898.90	5,898.90	5,898.90	5,898.90	5,898.90	5,898.90
E-7	2,875.20	3,138.00	3,258.30	3,417.30	3,541.80	3,755.10	3,875.40	4,088.70	4,266.60	4,387.80	4,516.80	4,566.60	4,734.60	4,824.60	5,167.50	5,167.50	5,167.50	5,167.50	5,167.50	5,167.50	5,167.50	5,167.50
E-6	2,486.70	2,736.60	2,857.20	2,974.80	3,097.20	3,372.60	3,480.30	3,688.20	3,751.50	3,797.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70	3,851.70
E-5	2,278.20	2,431.50	2,549.10	2,669.10	2,856.60	3,052.50	3,213.60	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80	3,232.80
E-4	2,088.90	2,195.70	2,314.80	2,432.10	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60	2,535.60
E-3	1,885.80	2,004.30	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80	2,125.80
E-2	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40	1,793.40
E-1 > 4 mos	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90	1,599.90
E-1 < 4 mos	1,479.30																					

Notes:

- Basic pay for an O-7 to O-10 is limited by Level II of the Executive Schedule in effect during Calendar Year 2017 which is: \$15,583.20. This includes officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff (JCS), Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(e)).
- Basic pay for O-6 and below is limited by Level V of the Executive Schedule in effect during Calendar Year 2017 which is: \$12,641.70.
- Applicable to O-1 to O-3 with at least 4 years and 1 day of active duty or more than 1460 points as a warrant and/or enlisted member. See Department of Defense Financial Management Regulations for more detailed explanation on who is eligible for this special basic pay rate.
- For the Sergeant Major of the Army Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Master Chief Petty Officer of the Coast Guard, Senior Enlisted Advisor of the JCS, or Senior Enlisted Advisor to the Chief of the National Guard Bureau basic pay is: \$8,165.10.
- Combat Zone Tax Exclusion for O-1 and above is based on the basic pay rate shown in note 4 plus Hostile Fire Pay/Imminent Danger Pay which is \$225.00.
- Basic pay rate for Academy Cadets/Midshipmen and ROTC members/applicants is: \$1,062.30.

**Basic Allowance for Housing RC/Transient
(January 1, 2017)**

Pay Grade	Partial	Without Dependent	With Dependent	Differential
0-10	\$50.70	\$1,655.40	\$2,036.40	\$340.50
0-9	\$50.70	\$1,655.40	\$2,036.40	\$340.50
0-8	\$50.70	\$1,655.40	\$2,036.40	\$340.50
0-7	\$50.70	\$1,655.40	\$2,036.40	\$340.50
0-6	\$39.60	\$1,518.00	\$1,833.00	\$289.50
0-5	\$33.00	\$1,461.60	\$1,767.30	\$279.90
0-4	\$26.70	\$1,354.20	\$1,557.60	\$186.30
0-3	\$22.20	\$1,086.00	\$1,288.80	\$186.00
0-2	\$17.70	\$860.40	\$1,099.80	\$219.30
0-1	\$13.20	\$738.60	\$984.30	\$237.00

03E	\$22.20	\$1,172.10	\$1,385.40	\$194.70
02E	\$17.70	\$996.90	\$1,250.10	\$233.10
01E	\$13.20	\$867.00	\$1,155.30	\$273.30

W-5	\$25.20	\$1,376.40	\$1,504.50	\$116.40
W-4	\$25.20	\$1,221.60	\$1,379.10	\$143.40
W-3	\$20.70	\$1,027.50	\$1,264.20	\$216.30
W-2	\$15.90	\$911.70	\$1,161.30	\$228.60
W-1	\$13.80	\$764.70	\$1,005.60	\$221.10

E-9	\$18.60	\$1,003.20	\$1,323.00	\$291.90
E-8	\$15.30	\$921.90	\$1,220.40	\$273.60
E-7	\$12.00	\$849.60	\$1,132.50	\$316.80
E-6	\$9.90	\$785.10	\$1,046.40	\$306.30
E-5	\$8.70	\$706.20	\$941.70	\$260.70
E-4	\$8.10	\$614.40	\$818.40	\$225.00

E-3	\$7.80	\$571.20	\$760.80	\$184.80
E-2	\$7.20	\$544.50	\$725.40	\$246.60
E-1	\$6.90	\$544.50	\$725.40	\$291.90

Basic Allowance for Subsistence (Effective January 1, 2016)
Officers: \$253.63 Enlisted: \$368.29

Family Separation Allowance
All Pay Grades: \$250

Family Subsistence Supplemental Allowance (Effective October 1, 2010)
All Pay Grades not to exceed \$1100.00

Personal Money Allowance (Monthly Amount)	
1 - Chairman/Vice Chairman, Joint Chief of Staff, Army Chief of Staff (JCS), Chief of Navy Operations, Air Force Chief of Staff, Commandant of the Marine Corps	\$333.33
2 - Senior Member of the Military Staff Committee of the United Nations	\$225.00
3 - General or Admiral	\$183.33
4 - Lieutenant General Vice Admiral	\$41.67
5 - Senior Enlisted Member of a Military Service or Senior Enlisted Advisor of the JCS	\$166.67

Clothing Allowances (Effective October 1, 2016)									
Standard Initial Clothing Allowance (Enlisted Members Only)									
	Army		Navy		Air Force		Marine Corps		
	Male	Female	Male	Female	Male	Female	Male	Female	
	1,659.35	1,894.05	1,794.77	1,955.58	1,396.27	1,607.85	1,926.05	1,865.75	
Cash Clothing Replacement Allowance (Enlisted Members Only)									
	Army		Navy		Air Force		Marine Corps		
	Male	Female	Male	Female	Male	Female	Male	Female	
Basic	327.60	345.60	349.20	345.60	245.34	247.19	417.60	403.20	
Standard	468.00	493.20	500.40	493.20	350.48	353.13	633.60	615.60	
Special	0	0	694.80	651.60	0	0	0	0	

Civilian Clothing Allowance				
Type of Duty	Initial	Replacement	15 days in 30 days period	30 days in 36 month period
Permanent	1,041.12	347.04	0	0
Temporary	0	0	347.04	694.08

INCENTIVE AND SPECIAL PAYS									
Aviation Career Incentive Pay									
<i>Years of Aviation Service</i>									
2 or less	Over 2	Over 3	Over 4	Over 6	Over 14	Over 22	Over 23	Over 24	Over 25
125	156	188	206	650	840	585	495	385	250

Career Enlisted Flyer Incentive Pay			
<i>Years of Aviation Service</i>			
4 or less	Over 4	Over 8	Over 14
150	225	350	400

Hazardous Duty Incentive Pay (Crew Member- Non-AWAC)									
Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount	Pay Grade	Amount
O-10	150	O-5	250	W-5	250	E-9	240	E-4	165
O-9	150	O-4	225	W-4	250	E-8	240	E-3	150
O-8	150	O-3	175	W-3	175	E-7	240	E-2	150
O-7	150	O-2	150	W-2	150	E-6	215	E-1	150
O-6	250	O-1	150	W-1	150	E-5	190		

Hazardous Duty Incentive Pay (Non-Crew Member)	HDIP (Parachute, Flight Deck, Demolition, & Others)
ALL GRADES – 150.00	All Grades – 150.00 (Member qualified for HALO Pay – 225.00).

Diving Pay	Imminent Danger Pay/Hostile Fire Pay
Officers – 240.00 (Max)	ALL GRADES – 225.00
Enlisted – 340.00 (Max)	COMBT ZONE TAX EXCULSION
	Basic pay for the Sergeant Major of the Army, Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Master Chief Petty Officer of the Coast Guard, Senior Enlisted Advisor of the JCS, or Senior Enlisted Advisor to the Chief of the National Guard Bureau basic pay is \$8,165.20. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP (\$225).
For other pays or specific requirements for the pays cited in this table, go to the web at: http://www.dtic.mil/comptroller/fmr/07a/index.html	

MONTHLY CAREER SEA PAY—(NAVY AND MARINE CORPS)—EFFECTIVE MAY 1, 2014

Cumulative Years of Sea Duty

Pay Grade	1 or less	Over 1	Over 2	Over 3	Over 4	Over 5	Over 6	Over 7	Over 8	Over 9	Over 10	Over 11	Over 12	Over 13	Over 14	Over 16	Over 18	Over 20
O-6	100	100	100	394	400	400	419	450	463	494	506	525	544	544	569	594	625	669
O-5	100	100	100	394	394	394	394	400	431	438	456	463	463	463	500	525	550	594
O-4	100	100	100	325	331	350	356	375	388	388	394	394	419	419	475	494	506	525
O-3	100	100	100	263	281	325	331	344	356	375	394	394	419	419	456	475	494	506
O-2	100	100	100	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494
O-1	100	100	100	263	281	325	331	344	356	375	394	394	419	419	438	456	475	494
W-5	210	210	210	263	300	506	544	544	544	544	613	656	700	700	750	750	750	750
W-4	210	210	210	263	300	506	544	544	544	544	613	656	700	700	750	750	750	750
W-3	210	210	210	263	300	475	494	500	506	544	613	656	700	700	744	744	750	750
W-2	210	210	210	263	300	456	463	463	475	544	594	594	656	656	700	700	700	700
W-1	180	190	195	263	300	306	350	438	475	525	569	569	594	594	631	656	656	656
E-9	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-8	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-7	135	135	160	381	400	438	438	469	688	700	700	713	725	750	750	750	750	750
E-6	135	135	160	350	375	394	406	438	638	656	656	656	675	694	713	731	750	750
E-5	70	80	160	350	375	394	406	438	638	638	638	638	638	638	638	638	638	638
E-4	70	80	160	350	363	363	363	363	488	488	488	488	488	488	488	488	488	488
E-3	50	60	100	125	125	125	125	125	125	125	125	125	125	125	125	125	125	125
E-2	50	60	75	94	94	94	94	94	94	94	94	94	94	94	94	94	94	94
E-1	50	50	50	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63

Career Sea Pay-Premium is \$200 per month.

Career Sea Pay-Premium is not paid to grades E5 through E9 over 8 years of cumulative sea duty. Career Sea Pay-Premium is included in their Career Sea Pay.

HEALTH PROFESSIONAL OFFICER (HPO) SPECIAL AND INCENTIVE PAY PLAN

EFFECTIVE OCTOBER 1, 2016

CRITICAL WARTIME SKILL ACCESSION BONUS			
Medical Specialty	4-year Obligation	Dental Specialty	4-year Obligation
Aerospace Medicine	\$180,000	Comprehensive Dentistry	\$300,000
Anesthesia	396,000	Endodontics	300,000
Diagnostic Radiology	364,000	General Dentistry	150,000
Emergency Medicine	276,000	Oral and Maxillofacial Surgery	300,000
Family Practice	252,000	Prosthodontics	300,000
General Surgery	400,000		
Internal Medicine	240,000		
Neurosurgery	400,000		
Obstetrics/Gynecology	240,000		
Ophthalmology	200,000		
Orthopedics	356,000		
Otolaryngology	252,000		
Pediatrics	220,000		
Preventive Medicine	220,000		
Psychiatry	272,000		
Pulmonary Medicine	292,000		
Urology	280,000		
Vascular Surgery	400,000		

ACCESSION BONUS		
Specialty	Lump Sum	
	3-Year Obligation	4-Year Obligation
Nursing	\$20,000	\$30,000
Pharmacist	\$0	\$30,000
Physician Assistant	\$37,500	\$60,000
Psychologist	\$37,500	\$60,000
Public Health Officer (Air Force)	\$22,500	\$40,000
Social Worker	\$18,750	\$30,000
Veterinary Officer	\$0	\$20,000

BOARD CRETIFICATION PAY (BCP) 1-year rate (prorated monthly) \$6,000

NOTE: General/Flag Officers at the rank of O-7 and above, that meet the eligibility criteria, are eligible for the HPO BCP.

NOTE: HPO Incentive Pay and Retention Bonus are detailed for all services at:

http://www.med.navy.mil/bumed/Special_Pay/Pages/default.aspx

DRILL PAY—EFFECTIVE JANUARY 1, 2017

Cumulative Years of Service

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40	
O-7	8,438.10	8,829.90	9,011.40	9,155.70	9,416.70	9,674.70	9,972.90	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	#####	12,606.90	12,606.90	12,606.90	12,606.90
1 Drill	281.27	294.33	300.38	305.19	313.89	322.49	332.43	342.34	352.29	383.53	409.89	409.89	409.89	409.89	411.99	411.99	420.23	420.23	420.23	420.23	420.23	420.23	420.23
4 Drills	1,125.08	1,177.32	1,201.52	1,220.76	1,255.56	1,289.96	1,329.72	1,369.36	1,409.16	1,534.12	1,639.56	1,639.56	1,639.56	1,647.96	1,647.96	1,680.92	1,680.92	1,680.92	1,680.92	1,680.92	1,680.92	1,680.92	1,680.92
O-6	6,398.70	7,029.90	7,491.30	7,491.30	7,519.80	7,842.30	7,884.60	7,884.60	8,332.50	9,124.80	9,589.80	#####	#####	#####	#####	#####	#####	#####	#####	11,328.00	11,328.00	11,328.00	11,328.00
1 Drill	213.29	234.33	249.71	249.71	250.66	261.41	262.82	262.82	277.75	304.16	319.66	335.15	343.96	352.90	370.20	370.20	377.60	377.60	377.60	377.60	377.60	377.60	377.60
4 Drills	853.16	937.32	998.84	998.84	1,002.64	1,045.64	1,051.28	1,051.28	1,111.00	1,216.64	1,278.64	1,340.60	1,375.84	1,411.60	1,480.80	1,480.80	1,510.40	1,510.40	1,510.40	1,510.40	1,510.40	1,510.40	1,510.40
O-5	5,334.30	6,009.30	6,424.80	6,503.40	6,763.20	6,918.30	7,259.70	7,510.50	7,834.20	8,329.80	8,565.00	8,798.10	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70	9,062.70
1 Drill	177.81	200.31	214.16	216.78	225.44	230.61	241.99	250.35	261.14	277.66	285.50	293.27	302.09	302.09	302.09	302.09	302.09	302.09	302.09	302.09	302.09	302.09	302.09
4 Drills	711.24	801.24	856.64	867.12	901.76	922.44	967.96	1,001.40	1,044.56	1,110.64	1,142.00	1,173.08	1,208.36	1,208.36	1,208.36	1,208.36	1,208.36	1,208.36	1,208.36	1,208.36	1,208.36	1,208.36	1,208.36
O-4	4,602.60	5,327.70	5,683.50	5,762.40	6,092.40	6,446.40	6,887.40	7,230.30	7,468.50	7,605.60	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80	7,684.80
1 Drill	153.42	177.59	189.45	192.08	203.08	214.88	229.58	241.01	248.95	253.52	256.16	256.16	256.16	256.16	256.16	256.16	256.16	256.16	256.16	256.16	256.16	256.16	256.16
4 Drills	613.68	710.36	757.80	768.32	812.32	859.52	918.32	964.04	995.80	1,014.08	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64	1,024.64
O-3	4,046.70	4,587.00	4,950.90	5,398.20	5,657.10	5,940.90	6,124.20	6,426.00	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50	6,583.50
1 Drill	134.89	152.90	165.03	179.94	188.57	198.03	204.14	214.20	219.45	219.45	219.45	219.45	219.45	219.45	219.45	219.45	219.45	219.45	219.45	219.45	219.45	219.45	219.45
4 Drills	539.56	611.60	660.12	719.76	754.28	792.12	816.56	856.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80	877.80
O-2	3,496.50	3,982.20	4,586.10	4,741.20	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00	4,839.00
1 Drill	116.55	132.74	152.87	158.04	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30	161.30
4 Drills	466.20	530.96	611.48	632.16	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20	645.20
O-1	3,034.80	3,159.00	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70	3,818.70
1 Drill	101.16	105.30	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29	127.29
4 Drills	404.64	421.20	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16	509.16

O-3E				5,398.20	5,657.10	5,940.90	6,124.20	6,426.00	6,680.70	6,827.10	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00	7,026.00
1 Drill				179.94	188.57	198.03	204.14	214.20	222.69	227.57	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20	234.20
4 Drills				719.76	754.28	792.12	816.56	856.80	890.76	910.28	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80	936.80
O-2E				4,741.20	4,839.00	4,992.90	5,253.00	5,454.00	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70	5,603.70
1 Drill				158.04	161.30	166.43	175.10	181.80	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79	186.79
4 Drills				632.16	645.20	665.72	700.40	727.20	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16	747.16
O-1E				3,818.70	4,077.60	4,228.50	4,382.40	4,533.90	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20	4,741.20
1 Drill				127.29	135.92	140.95	146.08	151.13	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04	158.04
4 Drills				509.16	543.68	563.80	584.32	604.52	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16	632.16

W-5												7,436.10	7,813.20	8,094.00	8,405.10	8,405.10	8,826.00	8,826.00	9,266.70	9,266.70	9,730.80	9,730.80
1 Drill												247.87	260.44	269.80	280.17	280.17	294.20	294.20	308.89	308.89	324.36	324.36
4 Drills												991.48	1,041.76	1,079.20	1,120.68	1,120.68	1,176.80	1,176.80	1,235.56	1,235.56	1,297.44	1,297.44
W-4	4,182.00	4,498.50	4,627.50	4,754.70	4,973.40	5,190.00	5,409.30	5,738.70	6,027.90	6,303.00	6,528.30	6,747.60	7,070.10	7,335.00	7,637.40	7,637.40	7,789.80	7,789.80	7,789.80	7,789.80	7,789.80	7,789.80
1 Drill	139.40	149.95	154.25	158.49	165.78	173.00	180.31	191.29	200.93	210.10	217.61	224.92	235.67	244.50	254.58	254.58	259.66	259.66	259.66	259.66	259.66	259.66
4 Drills	557.60	599.80	617.00	633.96	663.12	692.00	721.24	765.16	803.72	840.40	870.44	899.68	942.68	978.00	1,018.32	1,018.32	1,038.64	1,038.64	1,038.64	1,038.64	1,038.64	1,038.64
W-3	3,819.00	3,978.30	4,141.50	4,195.20	4,365.90	4,702.50	5,052.90	5,218.20	5,409.00	5,605.50	5,959.20	6,198.00	6,340.80	6,492.60	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30	6,699.30
1 Drill	127.30	132.61	138.05	139.84	145.53	156.75	168.43	173.94	180.30	186.85	198.64	206.60	211.36	216.42	223.31	223.31	223.31	223.31	223.31	223.31	223.31	223.31
4 Drills	509.20	530.44	552.20	559.36	582.12	627.00	673.72	695.76	721.20	747.40	794.56	826.40	845.44	865.68	893.24	893.24	893.24	893.24	893.24	893.24	893.24	893.24
W-2	3,379.50	3,699.00	3,797.40	3,864.90	4,084.20	4,424.70	4,593.60	4,759.50	4,962.90	5,121.60	5,265.60	5,437.80	5,550.90	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60	5,640.60
1 Drill	112.65	123.30	126.58	128.83	136.14	147.49	153															

Fiscal Note

State of Alaska
2018 Legislative Session

Bill Version: HB 150
Fiscal Note Number: _____
() Publish Date: _____

Identifier: HB150-MVA-COM-1-22-18
Title: PAY, ALLOWANCES, BENEFITS FOR MILITIA MEM
Sponsor: MILITARY & VETERANS' AFFAIRS
Requester: (H) Military & Veterans' Affairs

Department: Department of Military and Veterans' Affairs
Appropriation: Military and Veterans' Affairs
Allocation: Office of the Commissioner
OMB Component Number: 414

Expenditures/Revenues

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

	FY2019 Appropriation Requested	Included in Governor's FY2019 Request	Out-Year Cost Estimates				
			FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
OPERATING EXPENDITURES	***	***	***	***	***	***	***
Personal Services	***	***	***	***	***	***	***
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	***	***	***	***	***	***	***

Fund Source (Operating Only)

None							
Total	***	***	***	***	***	***	***

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues

None							
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Estimated SUPPLEMENTAL (FY2018) cost: 0.0 *(separate supplemental appropriation required)*
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2019) 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? N/A

Why this fiscal note differs from previous version/comments:

Updated for 2018.

Prepared By: <u>Brian P. Duffy</u>	Phone: <u>(907)428-7210</u>
Division: <u>Administrative Services</u>	Date: <u>01/22/2018 08:56 AM</u>
Approved By: <u>Laurel J. Hummel</u>	Date: <u>01/22/18</u>
Agency: <u>Office of the Commissioner</u>	

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2018 LEGISLATIVE SESSION

BILL NO. HB 150

Analysis

House Bill 150 would authorize the same pay, allowance, and benefits for state active duty personnel as federal active duty personnel. When active state service is authorized by the Governor or Adjutant General as the Governor's designee, members of the organized militia would be entitled to receive, for each day of active state service, pay in an amount equal to the pay received by a member of the regular armed forces of the United States in the same grade and rank.

The existing pay system for the organized militia is based on compensation for the specific duty for which they were called into service, rather than a typical pay structure based on experience, rank, and longevity. This pay system is neither stable nor reliable for National Guard members, and constitutes a complex, cumbersome, error-prone accounting system which requires considerable time to determine each member's pay for active state service.

The fiscal impact of this legislation cannot be accurately determined at this time. The nature, severity, and duration of any state disaster will determine the number of members called to active duty and the extent of their service. Due to multiple unknown factors, such as when disasters will happen, the number of militia members called into active status, their ranks, and other factors, the Department is unable to calculate the estimated fiscal impact to the state and therefore submits an indeterminate fiscal note.

While the Department cannot predict future calls to active duty, it can look back to recent examples to provide real-life perspectives on the potential financial impact of HB 150 on future events.