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ARTICLE VII
APEA SECURITY

Section 1 - Membership.

Employees or temporaries covered under this Agreement will not be required to become a member of APEA as a condition of their employment, and there shall be no discrimination against an employee or temporary because of his membership or non-membership in APEA. Employees and temporaries may or may not join APEA at their discretion.

Section 2 - Exclusive Negotiations with APEA.

The Employer will not negotiate or handle grievances with any employee organization other than APEA with reference to terms and conditions of employment of employees and temporaries in the General Government Unit. When individuals or organizations other than APEA request negotiations or handling of grievances, they will be advised by the Employer to transmit their request to APEA. Arrangements will then be made by APEA to represent these other organizations or individuals.

Section 3 - Agency Shop.

It is further recognized that APEA owes the same responsibilities to all employees and is to provide benefits and services to all employees whether or not they are members of APEA. All employees and temporaries shall, as a condition of continued employment, either become a member of APEA and pay APEA dues or pay an agency fee to APEA equal to the amount of APEA dues assessed uniformly against all APEA members. Payment of APEA dues or agency fees shall commence within thirty (30) days after the effective date of this Agreement or within thirty (30) days after the date of hire, whichever is later.

Section 4 - Checkoff and Payroll Deductions.

Employees and temporaries who desire to have dues, fees, or other employee benefits, as specified in this section, deducted from the pay to which they would otherwise be entitled and have those funds paid to APEA shall authorize such payroll deductions by executing a checkoff on a form mutually agreed to by the parties to this Agreement. Upon receiving such authorization the Employer shall make the deductions so authorized and promptly forward these deductions to APEA.

APEA shall have the right to receipts from deduction of APEA and EPIC dues, or agency fees, APEA-sponsored insurance premiums and APEA-sponsored employee benefits as agreed to by the parties to this Agreement and as previously authorized or as may be authorized by the employee or temporary. No other employee organization shall be accorded payroll deduction privileges with regard to the bargaining unit. The Executive Director of APEA shall immediately notify the Director of Personnel of the State of Alaska in writing of any decrease or increase in authorized dues or fees deductions. The Employer shall then make appropriate changes in payroll deductions without further notice.

The Employer shall remit employee-authorized APEA deductions to the duly authorized representative of APEA, together with a list of the names of the employees and temporaries from whose pay deductions were made. APEA agrees to hold the Employer free from all

liability in connection with the collection of dues or fees except that the Employer shall be held to the exercise of ordinary diligence and care in transmittal of the monies to APEA.

Section 5 - Meeting Space.

Where there is appropriate available meeting space in buildings owned or leased by the Employer, this space may be used for meeting by APEA, provided that a request is approved in advance pursuant to the rules of the department or the agency concerned.

Section 6 - List of Employees.

The Employer shall furnish to APEA a list of employees and their addresses in the unit twice yearly at no cost to APEA. The first such listing will be furnished as soon as possible after execution of this Agreement. The Employer shall furnish to APEA lists of employees and their addresses at other reasonable times on request from APEA. APEA will pay the costs of such additional lists. APEA shall receive, without charge, a monthly computer printout which lists the names of employees and temporaries, and which indicates whether or not an employee or temporary has a payroll deduction for dues or fees.

Section 7 - Access to Employees.

The Employer may make time available to APEA representatives at regularly scheduled new employee orientation meetings for the purpose of providing information concerning APEA.

ARTICLE VIII

CONCLUSION OF COLLECTIVE BARGAINING

It is agreed that this Agreement shall be construed according to its written provisions without regard to any discussions or negotiations, written or oral, which the parties have had leading to or resulting in the execution and delivery of this Agreement or any amendments to it, and that nothing which is not a written and executed portion of this Agreement shall be referred to in connection with its construction.

This Agreement is the entire agreement between the Employer and APEA. The parties acknowledge that they have fully bargained with respect to terms and conditions of employment and have settled them for the duration of this Agreement. This Agreement terminates all prior agreements and understandings and concludes all collective bargaining for the duration of this Agreement.

The parties agree to jointly support any legislation or administrative action necessary to implement the provisions of this Agreement.

ARTICLE IX

DURATION OF AGREEMENT

This Agreement shall become effective upon the date it has been signed by both parties and shall remain in effect until December 31, 1974. It shall be renewed automatically thereafter from year to year unless either party shall give written notice during the period from December 1 to December 31 of any year of its desire to amend or modify this Agreement.

ARTICLE X

SUPERSEDING EFFECT OF THIS AGREEMENT

If there is any conflict between the terms of this Agreement and any personnel memoranda or rules of the merit system, the terms of this Agreement shall supersede those memoranda or rules in their application to the bargaining unit.

ARTICLE XI

PAST PRACTICES

During the duration of this Agreement, neither party will unilaterally seek statutory change from the legislature in any current law affecting the General Government Unit pertaining to wages, hours and other terms and conditions of employment.

In addition, prior to enacting any change in the Personnel Rules, the Commissioner of Administration shall inform APEA of the proposed changes and shall allow APEA a reasonable time to make a statement of its views and suggestions concerning the desirability of the proposed changes.

ARTICLE XII

AVAILABILITY OF PARTIES TO EACH OTHER

APEA and the Employer agree to meet at reasonable times for a discussion of this Agreement, its interpretations, continuation or modification. APEA and the Employer agree to designate representatives having authority to negotiate for their respective interests.

ARTICLE XIII

NO STRIKE OR LOCKOUT

APEA agrees that during the life of this Agreement APEA, its agents or its bargaining unit members will not authorize, instigate, aid or engage in any work stoppage, slowdown, sickout, refusal to work, picketing or strike against the Employer.

The Employer agrees that during the life of this Agreement, there will be no lockout.

Any violation of this Article by APEA or the Employer is not subject to the Grievance-Arbitration procedure, and either party may pursue such legal remedies as provided by law.

Disciplinary action taken against an employee for violation of this Article is subject to the Grievance-Arbitration procedure.

ARTICLE XIV

SAVING CLAUSE

Section 1 - Violations.

If any Article or part of an Article of this Agreement should be decided by a court of competent jurisdiction or or by mutual agreement of the Employer and APEA to be in violation of any Federal, State, or local law or if adherence to or enforcement of an Article or part of an Article should be restrained by a court of law, the remaining Articles of the Agreement shall not be affected.

Section 2 - Replacement.

If a determination or decision is made pursuant to Section 1 of this Article that part of this Agreement is in violation of Federal, State or local law, the parties to this Agreement shall convene immediately for the purpose of negotiating a satisfactory replacement.

ARTICLE XV

GRIEVANCE-ARBITRATION

A grievance shall be defined as any controversy or dispute arising between APEA or an employee or employees and the Employer. Having a desire to create and maintain labor relations harmony, the parties agree that they will promptly attempt to adjust all complaints, disputes controversies or other grievances arising between them involving questions of interpretation or application of the terms and provisions of this Agreement or any other controversy or dispute having occasion to arise between the parties. If differences or disputes of any kind arise between APEA or the employees covered herein and the Employer, APEA or the aggrieved employee or employees, as the case may be, shall use the following procedure as the sole means of settling said difference, dispute or controversy:

STEP ONE: If there is an aggrieved employee, he shall first attempt to settle the grievance through discussion with his first level of supervision outside the bargaining unit.

STEP TWO: Failing to settle the grievance in accordance with Step One, the grievant shall then immediately reduce such grievance to writing on forms provided; such written grievance shall then be submitted to his first level of supervision outside the bargaining unit. A copy shall also be sent to the APEA representative who, along with the aggrieved employee and the supervisor, shall attempt to settle the grievance.

STEP THREE: If the grievance is not settled within five (5) full working days after submission to the APEA representative and the supervisor as set out in Step Two, the APEA representative shall immediately refer the grievance to the business representative of APEA and to the Commissioner or such other administrative head as may be the highest level supervisor of the department or agency in which the grievant is employed. The Commissioner of that department or agency shall answer the business representative within ten (10) days.

STEP FOUR: If the grievance cannot be settled as outlined in Step Three within ten (10) days after the answer of the Commissioner is received, the grievance may be submitted by APEA for settlement to the Commissioner of the Department of Administration within the succeeding ten (10) days.

STEP FIVE: ARBITRATION

A grievance which involves the meaning or application of the express terms of this Agreement or a disciplinary grievance which has not been settled at Step Four may be submitted by APEA or the Employer to arbitration.

The arbitrator shall be appointed by mutual consent of the parties. If the parties are unable to agree upon an arbitrator within seven (7) days after either party has demanded arbitration, they shall then jointly petition the United States Federal Mediation and Conciliation Service and request that a panel of five (5) qualified arbitrators be designated. The parties shall then select a single arbitrator from such panel by alternately striking names from the panel; the party demanding arbitration shall strike the first name.

The decision of such arbitrator shall be final and binding upon both parties. The arbitrator shall not be empowered to rule contrary to, to amend, to add to, or to eliminate any of the provisions of this Agreement. In the case of a discharge or disciplinary grievance, the arbitrator shall have the power to return the grievant to employee status with or without restoration of back pay, or mitigate the penalty as equity suggests under the facts. Expenses incident to his services shall be assigned by the arbitrator to the losing party. If in the opinion of the arbitrator neither party can be considered the losing party, then such expenses shall be apportioned as in the arbitrator's judgment is equitable.

DISCIPLINARY GRIEVANCE: It is agreed that all grievances resulting from dismissal, demotion or single suspension in excess of thirty (30) days of a permanent employee covered by this Agreement shall be entered into the procedure at Step Three.

It is agreed that the above Grievance-Arbitration procedure shall be the sole method of settling disputes, differences or controversies arising between APEA or an employee and the Employer. It is further agreed that the parties covered hereunder shall be bound by any decisions, determinations, agreements or settlements which may be effectuated pursuant to invoking the Grievance-Arbitration procedure.

ARTICLE XVI

DEMOTIONS, SUSPENSIONS AND DISMISSALS

Demotions, suspensions, and dismissals shall conform to applicable law and rules, provided that the Employer shall furnish APEA and the employee with written notice thereof.

ARTICLE XVII

TRANSFERS, PROMOTIONS AND DEMOTIONS

Lists: An employee who is refused certification from or to an eligible list or whose name is removed from an eligible list shall be notified of such action by written notice and explanation from the Division of Personnel. An employee may have his name placed on the transfer list by submitting the proper forms to the Division of Personnel; this does not necessitate the approval of the employee's supervisor.

Pay: An employee who has served one-half or more of the time required to be considered for his next merit increase shall, upon promotion to a position in a higher salary range, have his new salary fixed at step A of the higher range or such other step as will provide an increase of two steps, whichever is greater.

An employee who has served less than one-half of the time required to be considered for his next merit increase shall, upon promotion to a position in a higher salary range, have his new salary fixed at step A of the higher range or such other step as will provide an increase of one step, whichever is greater.

Demotions: An employee who is demoted for just cause or receives a voluntary demotion shall enter the new range at the same step as the step occupied in the higher range or at such other step approved by the Director of Personnel.

ARTICLE XVIII

OVERTIME, RECALL AND STANDBY

Section 1 - Overtime.

The parties agree to continue the Fair Labor Standards Act guidelines for determination of overtime eligibility of classified employees in the bargaining unit. Public safety classifications now excluded shall also be considered under Fair Labor Standards Act criteria. All work performed by eligible employees in excess of thirty-seven and one-half (37 1/2) hours per work week is overtime and shall be paid at the rate of time and one-half of regular pay. Compensatory time may be substituted at the same rate.

Section 2 - Distribution of Overtime.

It is the policy of the Employer, insofar as possible, to equalize the distribution of overtime among employees. A record of actual overtime hours worked by the employee will be maintained and made available for reasonable inspection by appropriate APEA representatives with the prior approval of the employee.

Section 3 - Recall and Standby.

(a) Recall

The parties recognize that it is necessary from time to time to recall employees to the job outside their normal working hours. The parties agree that all hours worked, outside the scheduled shift as the result of recall, shall be considered overtime hours. All employees are subject to recall and APFA specifically acknowledges that an employee obligation exists.

(b) Standby Roster

When employees are ordered to remain at home, or periodically report their whereabouts and be available for immediate recall, their names shall be placed on a standby roster. Assignments to a standby roster shall be, insofar as it is possible, equitably rotated among employees normally required to perform the anticipated duties; provided that nothing in this Article shall preclude the assignment of an individual to a standby roster whose knowledge, skill or ability make him the most logical choice for the anticipated tasks. An amount equal to ten (10) percent of seven and one-half (7.5) times the employee's hourly base salary will be paid to an employee who is assigned to a standby roster for each calendar day or portion of a calendar day of such assignment. The daily rate of compensation shall include geographic and shift pay as may be appropriate.

Section 4 - Continuous Hours of Work.

An employee required to work a double shift shall not be required to work in excess of sixteen (16) hours within one twenty-four (24) hour period except in a dire emergency.

Section 5 - Holiday Pay.

All hours worked on a holiday shall be considered as overtime hours. Employees eligible to receive overtime pay under existing regulations shall be compensated at the rate of one and one-half (1.5) times the hourly base salary in addition to the applicable base salary for that holiday. Compensatory time may be substituted at the same rate.

ARTICLE XIX

SICK LEAVE

An employee may be granted sick leave for a medical or dental appointment or illness for himself or his immediate family at the discretion of the supervisor. Such absence, at the discretion of the supervisor, may be required to be supported by a physician's certificate.

ARTICLE XX

TIME OFF TO VOTE

The Employer shall provide reasonable and necessary time off for employees covered by this Agreement to vote in local, municipal, borough, State, Federal, and special elections; provided that the employee is unable, in the view of the Employer, to vote outside working hours.

ARTICLE XXI

BASIC SALARIES

Section 1 - Retroactive Pay.

The parties agree that employees and temporaries shall receive a six percent (6%) wage increase retroactive to 16 July, 1973. The retroactive increase shall apply to gross wages paid by the Employer to employees and temporaries from 16 July, 1973, to 15 January, 1974, who are on the payroll on the date this Agreement is signed by the parties.

Section 2 - Salary Schedule.

Effective 16 January, 1974, the following monthly salary schedule is approved as the basic pay plan for employees and temporaries subject to this Agreement.

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
5						709
6				709	731	754
7		709	731	754	777	802
8	731	754	777	802	827	854
9	777	802	827	854	881	909
10	827	854	881	909	939	969
11	881	909	939	969	1001	1034
12	939	969	1001	1034	1073	1113
13	1001	1034	1073	1113	1155	1198
14	1073	1113	1155	1198	1243	1290
15	1155	1198	1243	1290	1338	1389
16	1243	1290	1338	1389	1441	1495
17	1338	1389	1441	1495	1551	1609
18	1441	1495	1551	1609	1669	1732
19	1551	1609	1669	1732	1797	1864
20	1669	1732	1797	1864	1934	2007
21	1797	1864	1934	2007	2082	2160
22	1934	2007	2082	2160	2241	2325
23	2082	2160	2241	2325	2412	2503
24	2241	2325	2412	2503	2596	2694
25	2412	2503	2596	2694	2795	2900
26	2503	2596	2694	2795	2900	3008
27	2596	2694	2795	2900	3008	3121
28	2694	2795	2900	3008	3121	

Section 3 - Cost-of-Living Adjustment.

If the Consumer Price Index for Anchorage, published by the Bureau of Labor Statistics, rises more than three percent (3%) between 1 January, 1974, and 1 July, 1974, the Employer shall adjust Section 2 of this Article so that the basic pay plan shall be increased effective 16 August, 1974, as shown below in the Consumer Price Index Table.

If the Consumer Price Index for Anchorage, published by the Bureau of Labor Statistics, rises more than three percent (3%) between 1 July, 1974, and 31 December, 1974, the Employer shall adjust Section 2 of this Article so that the basic pay plan shall be increased effective 16 February, 1975, as shown below in the Consumer Price Index Table.

CONSUMER PRICE INDEX TABLE

Consumer Price Index Anchorage Increase Percent	Salary Schedule Increase Percent
at least 3.5% but less than 4.5%.....	1
at least 4.5% but less than 5.5%.....	2
at least 5.5% but less than 6.5%.....	3
at least 6.5% but less than 7.5%.....	4
at least 7.5% but less than 8.5%.....	5
at least 8.5% but less than 9.5%.....	6
at least 9.5% but less than 10.5%.....	7

If the Consumer Price Index increases 10.5% or more, the basic pay plan shall be increased consistent with the above progression.

Section 4 - Pay Step Differentials by Geographic Areas.

The following pay step differentials are approved as an amendment to the basic pay plan provided for in Section 2 of this Article.

Illustrative Place Names	House Election District	Steps Above Basic Pay Plan
Ketchikan-Prince of Wales	1.....	0
Wrangell-Petersburg	2.....	1
Sitka	3.....	1
Juneau	4.....	0
Icy Strait-Lynn Canal	5.....	2
Cordova-Valdez	6.....	4
Palmer-Wasilla	7.....	1
Anchorage	8.....	0
Seward	9.....	2
Kenai-Cook Inlet	10.....	2
Kodiak	11.....	2
Aleutian Islands	12.....	7
Bristol Bay	13.....	7
Bethel	14.....	3
Yukon-Kuskokwim	15.....	9
Fairbanks	16a(South of Arctic Circle).....	3
Fort Yukon	16b(North of Arctic Circle).....	9
Barrow-Kobuk	17.....	9
Nome	18.....	7
Wade-Hampton	19.....	3
Outside Alaska.....		minus 6

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

Section 5 - Swing and Graveyard Shift Differentials.

Employees and temporaries who regularly work a "swing" shift beginning between 12:00 noon and 7:59 p.m. are entitled to a one-step increase over their normal pay as established by this Article.

Employees and temporaries who regularly work a "graveyard" shift beginning between 8:00 p.m. and 3:59 a.m. are entitled to a two-step increase over their normal pay as established by this Article.

ARTICLE XXII

SALARY SURVEY

The conduct and compilation of the salary survey shall be the exclusive right and prerogative of the Employer, provided that the Employer shall consult APEA for input and suggestions prior to announcing such survey. With regard to the salary survey the Employer shall have no additional responsibilities to APEA.

ARTICLE XXIII

INSURANCE

In addition to insurance now provided in whole or in part by the Employer the parties agree to the following coverage during the life of this Agreement.

Section 1 - Employee Life Insurance.

The Employer shall insure the life of every employee in the principal amount of \$2,000.

Section 2 - Travel Accident Insurance.

The Employer shall insure the life of each employee against accidental death while the employee is traveling within the scope of his State employment in the amount of \$35,000. The employee shall name the beneficiary or beneficiaries.

Section 3 - Health Insurance.

The Employer shall pay the total premium for the health, dental, audio and visual insurance for the employee, the employee's spouse and the employee's dependents at the level of coverage currently afforded the employee.

ARTICLE XXIV

TRAVEL AND PER DIEM

Section 1 - Basic Per Diem.

The Employer shall provide, as appropriate, the following per diem allowances for employees covered by this Agreement while traveling on official State business in accordance with the schedule below:

Per Diem Allowances
For Employees Who Obtain Overnight Lodging

House Election District#	Steps Above Basic Per Diem	Percent Factor	Short-Term** Per Diem Rate	Long-Term Rate (60% of Short-Term)
0 *	0	100.00	\$35.00	\$21.00
1	0	100.00	35.00	21.00
4	0	100.00	35.00	21.00
8	0	100.00	35.00	21.00
2	1	103.75	36.00	21.60
3	1	103.75	36.00	21.60
7	1	103.75	36.00	21.60
5	2	107.50	38.00	22.80
9	2	107.50	38.00	22.80
10	2	107.50	38.00	22.80
11	2	107.50	38.00	22.80
16-S	3	111.25	39.00	23.40
6	4	115.00	40.00	24.00
12	7	126.25	44.00	26.40
13	7	126.25	44.00	26.40
18	7	126.25	44.00	26.40
14	8	130.00	46.00	27.60
19	8	130.00	46.00	27.60
15	9	133.75	47.00	28.20
16-N	9	133.75	47.00	28.20
17	9	133.75	47.00	28.20

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

Section 2 - Non-Commercial Rates.

Non-commercial rates lower than those amounts set forth in Section 1 may be established in accordance with the May 1970, provisions of Section 7640.3 of the "State Administrative Manual".

Section 3 - Higher Rates.

Whenever the Commissioner of Administration finds that the rates set forth in Section 1 are not adequate to obtain lodging and meals in any community, he will increase the per diem allowance for that community.

* House Election District "0" denotes any place not in Alaska

** "Short term" rate is rounded to nearest whole dollar.

Section 4 - Meal Allowances.

A meal allowance will be allowed an employee who is on travel status for at least three (3) hours:

<u>Time</u>	<u>Meal</u>	<u>Allowance</u>
Midnight to 10:00 a.m.	Breakfast	\$2.50
10:00 a.m. to 3:00 p.m.	Lunch	\$3.50
3:00 p.m. to midnight	Dinner	\$6.00

Section 5 - Reimbursable Travel Expenses.

Whenever an employee is required to change his place of residence because of a change in assignment, promotion or other reason related to his duties, he shall be reimbursed for transportation expenses as follows:

(a) Tourist class airfare for the employee and his dependents or sixteen cents (16¢) per mile for driving each family-owned car, whichever is used.

(b) A standard per diem for the employee, a \$15 per diem for his spouse, and a \$10 per diem for each of his other dependents while enroute. Upon arrival at the new duty station, the employee, his spouse and his dependents are entitled to per diem at the same rate as for per diem while enroute for not more than ten (10) days while the employee is seeking permanent housing.

(c) When applicable, a ticket for transportation on the State Ferry System.

(d) The Employer may authorize the payment of travel and per diem to secure housing prior to the change in duty station. Such authorization, however, will be made only if the change in duty station is at the request of the Employer.

Section 6 - Reimbursable Moving Expenses.

Employees shall be reimbursed for moving expenses under Section 7676 (3) of the "State Administrative Manual" at the rate of sixteen cents (16¢) per mile.

Section 7 - Privately Owned Autos.

Under Section 7622 of the "State Administrative Manual" employees shall be reimbursed at the rate of sixteen cents (16¢) per mile.

ARTICLE XXV

PERSONNEL FILES

An employee or temporary shall have access to his personnel file or files. Secret files will not be kept on an employee or temporary.

ARTICLE XXVI

TOOLS AND EQUIPMENT

The Employer shall not require an employee or temporary to furnish his own tools or work implements in order to perform State work.

ARTICLE XXVII

SAFETY EQUIPMENT

It shall not be a violation of this Agreement nor grounds for dismissal if an employee refuses to work on an unsafe job, provided the job is found to be unsafe by the Alaska Department of Labor. Any safety equipment required by AS 18.60 to make a job safe shall be supplied by the Employer. The Employer shall abide by AS 18.60 standards.

Disciplinary action shall not be taken under this Article until the Department of Labor has made a finding on safety. If the Department of Labor finds the job to be safe, and in the remote possibility that subsequent disciplinary action is taken, the employee shall have recourse to the established Grievance-Arbitration procedure.

The first paragraph of this Article shall also apply to temporaries.

ARTICLE XXVIII

PARKING

Every effort will be made to provide reserved parking spaces for employees who are handicapped with respect to walking capability. If spaces are available, they will be assigned as near as practical within close proximity to the employee's working area. In those areas where the parking spaces are assigned specifically to the bargaining unit handicapped employees, the number and location of bargaining unit spaces will not be modified or changed before consulting with APEA.

ARTICLE XXIX

JOINT SUPPORT OF LEGISLATION

Section 1 - Unemployment Insurance.

The Employer and APEA agree to mutually support HB 140, First Session, Eighth State Legislature, introduced on behalf of the employees by Governor Egan.

Section 2 - Change in Public Employees Retirement System Law.

The Employer and APEA agree that the Employer will submit legislation, and that the parties will mutually support such legislation during the 1974 legislative session, whereby the retirement benefit formula would be raised to two percent (2%) for all service rendered. These benefits shall be accorded to members already in retirement status and to all other members upon retirement. As to those members already retired, the two percent (2%) formula benefits would commence on the effective day of the legislation. Employee contributions shall not be increased.

Section 2 - Joint Support of Per Diem Change Legislation.

Legislation shall be introduced by the employer and mutually supported by the parties to amend AS 39.20 as follows:

- (a) AS 39.20.110 will be amended by deleting "not to exceed the rate of \$30 for travel inside or outside the State."
- (b) AS 39.20.130 will be amended to delete "not to exceed 12 cents a mile" and replaced with "not to exceed a mileage allowance set by the Commissioner of Administration."
- (c) AS 39.20.190 (2) will be amended to read as follows: "For reimbursement for other expenses, the member is entitled to a per diem allowance prescribed by the Commissioner of Administration under the regulatory authority set out in section 160 of this chapter for each day or portion of a day spent in actual meeting or on authorized official business incident to his duties as such member."

ARTICLE XXX

PRINTING OF AGREEMENT

The Employer agrees to print and distribute copies of this Agreement at its own expense. Each employee of the General Government Unit shall receive one copy and APEA Headquarters shall receive 200 copies.

Signed this 19th day of February, 1974 at Juneau, Alaska.

For the State of Alaska

Joseph R. Henri
Joseph R. Henri

Emmitt L. Wilson
Emmitt L. Wilson

Patrick L. Bunt
Patrick L. Bunt

For Alaska Public Employees Association

Robert Stephen
Robert Stephen

Monte L. Lyons
Monte L. Lyons

Walter J. Gilmore
Walter J. Gilmore

Welles Gabier
Welles Gabier

Charles F. Reed
Charles F. Reed

Verne A. Geidl
Verne A. Geidl

STATE OF ALASKA

Survey of

Salaries & Benefits

and

Salary Recommendations

PATRICK L. HUNT
DIVISION OF PERSONNEL

DECEMBER
1973

STATE OF ALASKA

Survey of
SALARIES & BENEFITS

Division of Personnel

Patrick L. Hunt
Director

December, 1973

PART II
SALARIES AND BENEFITS
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Introduction

This report presents the findings of the Division of Personnel annual salary and benefits survey conducted in the fall of 1973. The survey is the basis for the salary adjustment recommendations presented in Part I of the report.

A. Legal Requirements for the Survey

The Annual Salary Survey is required under the provisions of AS 39.27.030 which states: (a) the director of the division of personnel shall conduct an annual salary survey in the manner prescribed by secs. 3040 of this chapter, and make recommendations in pay ranges to be applied to all classes of positions in the state's partially exempt and classified service. This survey shall:

(1) reflect the costs of living in the various election districts of the state by using the cost of living in Seattle, Washington as a base of 100.

(2) reflect the competitive position of the state, first, by comparing state salary levels with salary levels of comparable classes in private industry, in other governmental agencies throughout the state, and in other states constituting the prime recruiting areas, using "benchmark" classes selected by the director of personnel based on the principle of like pay for like work, from as many employment categories as is necessary to reflect correctly the competitive position of the state salary levels with those paid other employees under this paragraph; and secondly, by comparing fringe benefits in the state service with other governmental agencies and major employers throughout the state.

(b) the director shall use United States Department of Labor statistics or other reliable statistical data in carrying out the provisions of (a) (1) of this section. If reliable statistics are not available, the director shall gather the data by field studies for the survey required by (a) (1) of this section.

(c) the director may use any reliable source of data in carrying out the provisions of (a) (2) of this section. When reliable statistics are not available, the director shall gather the data by field studies to carry out the provisions of (a) (2) of this section.

(d) the director shall, on a regular basis, report to the state employees association by providing a summary of the information accumulated during the data gathering process; he shall consult with the employees association and consider its findings before his final recommendation.

B. Survey Methods and Procedures

(1) Selection of Key Classes

It is impractical and impossible to survey all 1130 state job classes, not only because of the number involved, but because many classes are unique to the state of Alaska and could not be compared accurately with other agencies or private industry. This necessitates selection of a few key classes to be surveyed which will represent the classification plan.

The following "benchmark" classes were selected because they are: susceptible to clear, concise descriptions; wellknown, commonly understood occupations; kinds of work which are found in sufficient numbers to permit the collection of

(3) Tabulation of Salary Data (con't)

data was unavailable, the full range was used.

Full time monthly rates are used, with all weekly, biweekly, and hourly rates converted to monthly rates without adjustments for differences in work hours or other factors. Monthly salary ranges for governmental agencies are listed without adjustment, notwithstanding the fact that most state of Alaska employees are on a 37 1/2 hour week while other public agencies operate on a 40 hour week, and notwithstanding the taxfree effect of the 25% cost-of-living adjustment granted Federal employees working in Alaska. The taxfree salary benefits of federal employees are offset by the shorter work day of state employees. 2/

Salary ranges for comparable classes in the states of California, Oregon and Washington have been averaged at the minimum (starting rate) and maximum rate, to which percentage adjustments are added to give equivalent Alaska salaries based upon the cost of living differentials reported by the Bureau of Labor Statistics publication, "Autumn of 1972 Urban Family Budgets and Geographical Comparative Indexes", June 15, 1973 3/. An average family in the lower income level requires 50% or more in Anchorage over the Pacific States to purchase equivalent goods and services; while at the higher income levels, the cost of living differential is 27% and less. The differences in percentages are due to the high cost of basic needs which have a greater impact on lower salaries.

C. Salary Trends, Cost of Living, Fringe Benefits and Employment Data

The movement of salaries and wages in selected categories of employment or as reported by salary and wage surveys over the most recent five year period, has been summarized to give a general picture of salary "trends". Additionally, information on the Consumer Price Index (usually referred to as the "cost-of-living" index) for the United States and for the Seattle and Anchorage metropolitan areas over the past five years, has been included.

Fringe benefits provided by the various state and local governments covered in this survey are reported. Because of the wide variation in types of benefits provided employees in private firms, it has not been possible to make detailed descriptions of the benefits provided by each. Therefore, certain generalizations based on the data available have been made.

Information is presented on the number of state employees by salary range and election district, the Anchorage area workforce, and the federal salary schedule.

2/ See Appendix 2

3/ See Appendices 3 and 4

CORRECTION

**THIS DOCUMENT
HAS BEEN REPHOTOGRAPHED
TO ASSURE LEGIBILITY**

Introduction

This report presents the findings of the Division of Personnel annual salary and benefits survey conducted in the fall of 1973. The survey is the basis for the salary adjustment recommendations presented in Part I of the report.

A. Legal Requirements for the Survey

The Annual Salary Survey is required under the provisions of AS 39.27.030 which states: (a) the director of the division of personnel shall conduct an annual salary survey in the manner prescribed by secs. 3040 of this chapter, and make recommendations in pay ranges to be applied to all classes of positions in the state's partially exempt and classified service. This survey shall:

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It is impractical and impossible to survey all 1130 state job classes, not only because of the number involved, but because many classes are unique to the state of Alaska and could not be compared accurately with other agencies or private industry. This necessitates selection of a few key classes to be surveyed which will represent the classification plan.

The following "benchmark" classes were selected because they are: susceptible to clear, concise descriptions; wellknown, commonly understood occupations; kinds of work which are found in sufficient numbers to permit the collection of

(1) Selection of Key Classes (con't)

sufficient data; and are so located in the classification plan as to provide good representation of various levels and occupations of state employees and good reference points on which to base the salary rates for other classes.

Selected Bench-mark Classes

Card Punch Operator II	Food Service Worker
Accountant II	Laborer
EDP Programmer III	Maintenance Man II
Personnel Analyst II	Automotive Equipment Operator II
Right of Way Agent I	Automotive Mechanic II
Vocational Rehabilitation Counselor II	Secretary I
Social Worker II	Accounting Clerk II
Nurse I	Highway Engineer I
Fishery Biologist II	Cook II
Correctional Officer I	Clerk II - Typist II
State Trooper	Administrative Assistant I
Engineering Tech II - Hwy Engg Tech II	Draftsman II
Civil Engineer I	Purchasing Agent II
Custodial Worker II	

(2) Survey Sample

The survey sample consists of pay data from California, Oregon, Washington, the Federal Government, Anchorage public agencies and Anchorage private firms. As in previous surveys, the Alaska data sample was restricted to the Anchorage area because (1) it is the principal center of employment in the state and (2) pay differentials for cost-of-living are calculated and based on Anchorage levels.

41 Anchorage private firms, ^{1/} all with 20 or more employees and from a broad range of business activities, consented to participate in the survey by providing information on employee benefits and current salary levels for comparable positions in their organizations.

The private firms and governmental agencies surveyed in the Anchorage area have approximately 19,500 employees, or 30% of the area's total civilian work force, excluding state employees.

Salary data was collected during September, 1973, through personal visits to each of the firms and agencies by analysts from the Division of Personnel. Specifications for the "benchmark" classes were used to make job comparisons and obtain reliable data.

(3) Tabulation of Salary Data

Actual rates of pay were gathered from each private employer contacted. The rates were arrayed in ascending order for each "benchmark" class and statistical points (median, first quartile, and third quartile) were calculated. The first quartile (Q1) is that point at which 25% of the salary rates fall below; the third quartile (Q3) is the point at which 25% of the rates are above. It is standard practice in salary analysis to compare salary ranges. When actual rate data is obtained the interquartile range is used for comparative purposes. Use of the interquartile range eliminates the statistically unsound influence of the occasionally extremely high or extremely low salary. Where sufficient

^{1/} See Appendix 1

(3) Tabulation of Salary Data (con't)

data was unavailable, the full range was used.

Full time monthly rates are used, with all weekly, biweekly, and hourly rates converted to monthly rates without adjustments for differences in work hours or other factors. Monthly salary ranges for governmental agencies are listed without adjustment, notwithstanding the fact that most state of Alaska employees are on a 37 1/2 hour week while other public agencies operate on a 40 hour week, and notwithstanding the taxfree effect of the 25% cost-of-living adjustment granted Federal employees working in Alaska. The taxfree salary benefits of federal employees are offset by the shorter work day of state employees. 2/

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C. Salary Trends, Cost of Living, Fringe Benefits and Employment Data

The movement of salaries and wages in selected categories of employment or as reported by salary and wage surveys over the most recent five year period, has been summarized to give a general picture of salary "trends". Additionally, information on the Consumer Price Index (usually referred to as the "cost-of-living" index) for the United States and for the Seattle and Anchorage metropolitan areas over the past five years, has been included.

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Information is presented on the number of state employees by salary range and election district, the Anchorage area workforce, and the federal salary schedule.

2/ See Appendix 2

3/ See Appendices 3 and 4

SALARY SURVEY DATA
FEDERAL SALARY SCHEDULE

1. Accountant II

Performs journeyman professional level accounting work concerned with the design, development, installation or operation of an accounting system. Requires a bachelor's degree in accounting or closely related field, and one year of professional accounting experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 14)-----	943	1038	1133	100.0%
Anchorage Public Agencies-----	1084	1227	1369	118.2%
Anchorage Private Firms-----	(Q ₁)1051	1204	(Q ₃)1227	116.0%
Federal Government (GS-7)-----	1038	1142	1246	110.0%
Calif-Oreg-Wash Average				
Actual-----	860	967	1074	
Adjusted 30.8-35.6% for COLA-----	1166	1275	1405	122.8%
Combined Sample				
(Pub, Priv, Fed, & States Adj)-----	1084	1212	1312	116.8%

2. Accounting Clerk II

Performs journeyman level clerical accounts maintenance work involving the preparation, processing, classification, auditing, reconciliation and maintenance of financial and statistical records and ledgers. Requires graduation from high school and two years of clerical work, one year of which involved clerical accounts work.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 9)-----	652	718	784	100.0%
Anchorage Public Agencies-----	641	708	775	98.6%
Anchorage Private Firms-----	(Q ₁) 607	706	(Q ₃) 867	98.3%
Federal Government (GS-4)-----	750	825	900	114.9%
Calif-Oreg-Wash Average				
Actual-----	551	615	679	
Adjusted 42.6-47.5% for COLA-----	813	892	968	124.2%
Combined Sample				
(Pub, Priv, Fed, & States Adj)-----	703	783	877	109.1%

3. Administrative Assistant I

Performs a variety of general administrative support services and serves as assistant to a line program supervisor or administrative officer. Requires bachelor's degree or four years office management experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 12)-----	814	896	978	100.0%
Anchorage Public Agencies-----	859	963	1066	107.5%
Anchorage Private Firms----- (Q ₁)	860	975	(Q ₃)1250	108.8%
Federal Government (GS-6)-----	935	1029	1122	114.8%
Calif-Oreg-Wash Average				
Actual-----	748	834	919	
Adjusted 33.3-39.9% for COLA-----	1046	1139	1225	127.1%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	925	1027	1166	114.6%

4. Automotive Equipment Operator II

Operates specialized motor equipment used in construction and maintenance work: bulldozers, graders, snow plows, fork lifts, backhoes, road rollers and sweepers, asphalt distributors, sand spreaders, boilers, and drilling equipment. Requires three years of experience; Alaska driver's license; and minimum age of 18.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 13)-----	876	965	1053	100.0%
Anchorage Public Agencies-----	1113	1163	1213	120.5%
Anchorage Private Firms----- (Q ₁)	1172	1201	(Q ₃)1293	124.5%
Federal Government (WG-7)-----	1155	1251	1347	129.6%
Calif-Oreg-Wash Average				
Actual-----	805	846	886	
Adjusted 34.6-37.7% for COLA-----	1108	1151	1193	119.3%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1137	1192	1262	123.5%

5. Automotive Mechanic II

Performs work at the journeyman level in the maintenance, repair and overhaul of a wide variety of gasoline, diesel and electrical powered equipment and components involving the most complex and difficult assignments. Requires four years of varied experience, within the last eight years, in the maintenance, repair and overhaul of automotive or heavy construction equipment.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 14)-----	943	1038	1133	100.0%
Anchorage Public Agencies-----	1118	1215	1312	117.1%
Anchorage Private Firms-----	(Q ₁)1243	1350	(Q ₃)1500	130.1%
Federal Government (WG-10)-----	1314	1424	1534	137.2%
Calif-Oreg-Wash Average				
Actual-----	812	853	894	
Adjusted 34.3-37.5% for COLA-----	1116	1159	1201	111.7%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1198	1287	1387	124.0%

6. Card Punch Operator II

Performs journeyman level work in operating numeric and alphabetic card punch machines and verifiers in recording data on tabulating cards. Requires one year of experience as a Card Punch and/or Verifier Operator.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 9)-----	652	718	784	100.0%
Anchorage Public Agencies-----	625	702	778	97.8%
Anchorage Private Firms-----	(Q ₁) 633	667	(Q ₃) 754	92.9%
Federal Government (GS-3)-----	668	735	801	102.4%
Calif-Oreg-Wash Average				
Actual-----	491	546	600	
Adjusted 45.6-49.8% for COLA-----	736	806	874	112.3%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	665	728	802	101.4%

7. Clerk II - Clerk Typist II

Independently performs journeyman level typing and varied clerical work of some difficulty, requiring graduation from high school and six months of experience in office clerical work.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 7)-----	584	631	677	100.0%
Anchorage Public Agencies-----	607	669	730	106.0%
Anchorage Private Firms-----	(Q ₁) 600	678	(Q ₃) 762	107.4%
Federal Government (GS-2)-----	592	651	710	103.2%
Calif-Oreg-Wash Average				
Actual-----	502	560	617	
Adjusted 45.0-49.4% for COLA-----	750	824	895	130.6%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	637	706	774	111.9%

8. Civil Engineer I - Highway Engineer I

Civil Engineer I - Performs journeyman civil and construction engineering field and office work with responsibilities to include certification of plans and specifications. Requires two years of professional engineering experience and registration.

Highway Engineer I - Leads design section or construction activities of complex projects. Requires college graduation and four years of experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 19)-----	1362	1500	1638	100.0%
Anchorage Public Agencies-----	1548	1713	1878	114.2%
Anchorage Private Firms-----	1400	1677	1708	111.8%
Federal Government (GS-11)-----	1528	1681	1834	112.1%
Calif-Oreg-Wash Average				
Actual-----	1066	1200	1334	
Adjusted 28.3-30.9% for COLA-----	1395	1555	1712	103.7%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1468	1656	1783	110.4%

9. Cook II

Cooks a variety of foods as a fully qualified journeyman in an institution kitchen. Requires one year of cooking experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 11)-----	756	833	909	100.0%
Anchorage Public Agencies-----	723	784	844	94.1%
Anchorage Private Firms-----	(Q ₁) 676	737	(Q ₃) 1100	88.5%
Federal Government (WG-5)-----	1047	1134	1220	136.1%
Calif-Oreg-Wash Average				
Actual-----	619	673	727	
Adjusted 40.7-44.9% for COLA-----	897	961	1023	115.4%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	836	904	1047	108.5

10. Correctional Officer I

Performs journeyman level work with responsibility for security, counseling and rehabilitation among residents in an adult correctional institution. Requires graduation from high school and four years of work experience or college.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 13)-----	876	965	1053	100.0%
Anchorage Public Agencies-----	N/A			
Anchorage Private Firms-----	N/A			
Federal Government (GS-7)-----	1038	1142	1246	118.3%
Calif-Oreg-Wash Average				
Actual-----	707	774	840	
Adjusted 36.4-41.5% for COLA-----	1000	1075	1146	111.4%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1019	1108	1196	114.8%

11. Custodial Worker Ii

Performs custodial work which involves heavy cleaning and minor maintenance work, such as, stripping floors, use of heavy floor buffers and outside window washing. Requires six months of experience in custodial or related work and being physically capable of manual labor and routine cleaning duties.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 8)-----	606	668	729	100.0%
Anchorage Public Agencies-----	846	888	930	132.9%
Anchorage Private Firms----- (Q_1)	545	565	(Q_3) 628	84.6%
Federal Government (WG-2)-----	886	960	1033	143.7%
Calif-Oreg-Wash Average				
Actual-----	540	586	632	
Adjusted 44.4-47.9% for COLA-----	799	356	913	128.1%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	769	817	876	122.3%

12. Draftsman II

Performs journeyman level drafting work by planning and making layouts, determining scale, method of presentation, need for detail, sectional views, pictorial presentation, proper symbols and notes and complete list of materials. Requires graduation from high school, including one full academic year course in mechanical drawing or drafting and two years of engineering, architectural, mechanical or cartographic drafting experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 11)-----	756	833	909	100.0%
Anchorage Public Agencies-----	867	974	1080	116.9%
Anchorage Private Firms----- (Q_1)	960	1062	(Q_3) 1100	127.5%
Federal Government (GS-5)-----	839	923	1007	110.8%
Calif-Oreg-Wash Average				
Actual-----	702	762	822	
Adjusted 37.1-41.7% for COLA-----	995	1062	1127	127.5
Combined Sample (Pub, Priv, Fed, & States Adj)-----	914	1005	1078	120.6%

13. EDP Programmer III

Performs journeyman level programming work in developing and designing programs for processing of data by electronic computers. Requires two years of increasingly responsible computer programming experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 17)-----	1176	1295	1413	100.0%
Anchorage Public Agencies-----	1160	1304	1447	100.7%
Anchorage Private Firms-----	(Q ₁) 960	1223	(Q ₃) 1750	94.4%
Federal Government (GS-9)-----	1267	1394	1521	107.6%
Calif-Oreg-Wash Average				
Actual-----	856	964	1072	
Adjusted 30.8-35.8% for COLA-----	1162	1272	1402	98.2%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1137	1298	1530	100.2%

14. Engineering Technician II - Highway Engineering Technician II

Performs routine sub-professional tasks in any branch of engineering such as acts as rodman or rear chainman of survey party and trainee as levelman, collecting materials samples, assisting in laboratory work, estimating yardage hauled with earth moving equipment and assisting with routine drafting duties. Requires graduation from high school.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 9)-----	652	718	784	100.0%
Anchorage Public Agencies-----	764	859	953	119.6%
Anchorage Private Firms-----	872	1048	1127	146.0%
Federal Government (GS-3)-----	668	735	801	102.4%
Calif-Oreg-Wash Average				
Actual-----	590	657	723	
Adjusted 40.9-46.0% for COLA-----	861	942	1019	131.2%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	791	896	975	124.8%

15. Fishery Biologist II

Performs working level biologist duties in charge of a research project, or may be responsible for fisheries management activities in a segment or district of a management area. Requires graduation from college with a degree in fisheries, biology or a related field and one year of experience as a fisheries biologist.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 16)-----	1092	1203	1313	100.0%
Anchorage Public Agencies-----	N/A			
Anchorage Private Firms-----	N/A			
Federal Government (GS-9)-----	1267	1394	1521	115.9%
Calif-Oreg-Wash Average				
Actual-----	943	1060	1176	
Adjusted 29.8-32.4% for COLA-----	1249	1388	1526	115.4%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1258	1391	1523	115.6%

16. Food Service Worker

Under immediate supervision, performs routine tasks in the preparation and serving of food in an institution. Requires any combination of education and/or experience necessary to perform required duties.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 6)-----	584	607	629	100.0%
Anchorage Public Agencies-----	633	684	735	112.7%
Anchorage Private Firms-----	437	485	908	79.9%
Federal Government (WG-1)-----	832	901	971	148.4%
Calif-Oreg-Wash Average				
Actual-----	458	509	559	
Adjusted 47.2-50.0% for COLA-----	687	759	823	125.0%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	647	707	859	116.5%

17. Laborer

Performs varied manual, unskilled work which requires sustained physical effort in maintenance, construction, and grounds keeping activities. Requires ability to perform heavy manual labor, work outside in all types of weather, understand and carry out instructions.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 10)-----	702	773	844	100.0%
Anchorage Public Agencies-----	865	903	940	116.8%
Anchorage Private Firms-----	964	1201	1517	155.4%
Federal Government (WG-2)-----	886	960	1033	124.2%
Calif-Oreg-Wash Average				
Actual-----	616	647	677	
Adjusted 42.7-45.0% for COLA-----	893	930	966	120.3%
Combined Sample				
(Pub, Priv, Fed, & States Adj)-----	902	999	1114	129.2%

18. Maintenance Man II

Performs journeyman level work in several trade or craft areas in the repair, maintenance, construction, alteration and repair of buildings, structures, accesses and related equipment and systems. Requires four years of extensive experience in construction and repair of buildings, structures, or machinery and attainment of journeyman level in at least one of the trades or crafts.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 14)-----	943	1038	1133	100.0%
Anchorage Public Agencies-----	1051	1101	1151	106.1%
Anchorage Private Firms-----	(Q ₁) 992	1236	(Q ₃) 1569	119.1%
Federal Government (WG-10)-----	1314	1424	1534	137.2%
Calif-Oreg-Wash Average				
Actual-----	743	780	817	
Adjusted 37.3-40.1% for COLA-----	1041	1082	1122	104.2%
Combined Sample				
(Pub, Priv, Fed, & States Adj)-----	1099	1211	1344	116.7%

19. Nurse I

This is the beginning or entry level of professional nursing work. Requires graduation from an approved school of nursing and eligibility for licensure as a registered nurse.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 12)-----	814	896	978	100.0%
Anchorage Public Agencies-----	N/A			
Anchorage Private Firms-----	(Q ₁) 840	856	(Q ₃) 910	95.5%
Federal Government (GS-5)-----	839	923	1007	103.0%
Calif-Oreg-Wash Average				
Actual-----	774	826	878	
Adjusted 34.9-38.9% for COLA-----	1075	1131	1184	126.2%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	918	970	1034	108.3%

20. Personnel Analyst II

Performs journeyman level personnel analysis work in one or more specialty fields, for example, classification, recruitment, examining or training. Requires one year of personnel analysis experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 16)-----	1092	1203	1313	100.0%
Anchorage Public Agencies-----	1138	1280	1421	106.4%
Anchorage Private Firms-----	N/A			
Federal Government (GS-9)-----	1267	1394	1521	115.9%
Calif-Oreg-Wash Average				
Actual-----	1090	1227	1363	
Adjusted 28.0-30.7% for COLA-----	1425	1587	1745	131.9%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1277	1420	1562	118.0%

21. Purchasing Agent II

Performs journeyman level purchasing duties which include purchasing materials, services, supplies, equipment, commodities and insurance for all State agencies. Requires college education with a degree in business administration or closely related field and two years of professional experience in supply or purchasing functions.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 18)-----	1266	1394	1521	100.0%
Anchorage Public Agencies-----	1295	1444	1592	103.6%
Anchorage Private Firms-----	(Q ₁) 944	1278	(Q ₃) 1375	91.7%
Federal Government (GS-9)-----	1267	1394	1521	100.0%
Calif-Oreg-Wash Average				
Actual-----	889	1000	1110	
Adjusted 30.5-34.5% for COLA-----	1196	1315	1449	94.3%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1175	1358	1484	97.4%

22. Right of Way Agent I

Performs journeyman level work in appraising, negotiating, title examining, and relocation assistance. Requires bachelor's degree and one year apprenticeship in a lands acquisition program.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 16)-----	1092	1203	1313	100.0%
Anchorage Public Agencies-----	1080	1213	1347	100.8%
Anchorage Private Firms-----	N/A			
Federal Government (GS-9)-----	1267	1394	1521	115.9%
Calif-Oreg-Wash Average				
Actual-----	956	1077	1197	
Adjusted 29.6-32.0% for COLA-----	1262	1409	1551	117.1%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1203	1339	1473	111.3%

23. Secretary I

Performs secretarial duties for an executive at division chief or higher level. Requires graduation from high school and three years of experience in office clerical work.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 10)-----	702	773	844	100.0%
Anchorage Public Agencies-----	701	781	861	101.0%
Anchorage Private Firms----- (Q ₁) 750	774	(Q ₃) 870		100.1%
Federal Government (GS-5)-----	839	923	1007	119.4%
Calif-Oreg-Wash Average				
Actual-----	593	660	727	
Adjusted 40.7-45.8% for COLA-----	865	946	1023	122.4%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	789	856	940	110.7%

24. Social Worker II

Performs journeyman level social work in determining needs of clients for social services and performs responsible casework. Requires graduation from college and one year of professional social work experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 14)-----	943	1038	1133	100.0%
Anchorage Public Agencies-----	1121	1276	1431	122.9%
Anchorage Private Firms-----	N/A			
Federal Government (GS-9)-----	1267	1394	1521	134.3%
Calif-Oreg-Wash Average				
Actual-----	701	782	862	
Adjusted 35.5-41.7% for COLA-----	993	1084	1168	104.4%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1127	1251	1373	120.5%

25. State Trooper

Enforces the civil and criminal laws of the State of Alaska and promotes public safety. Requires graduation from high school, sound physical condition and ages of 21 through 45.

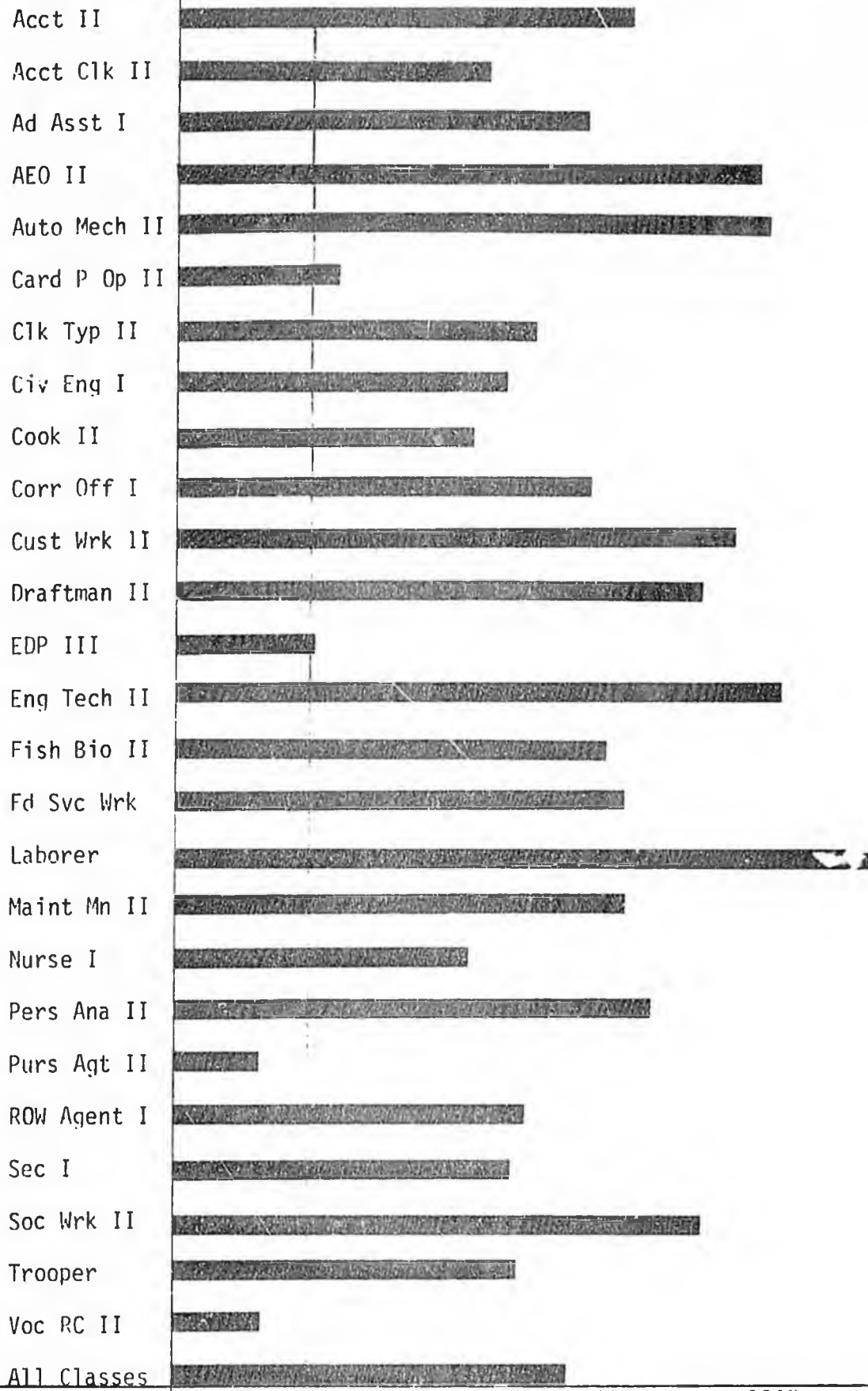
	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 14)----- (with overtime Range 16)	943 (1092)	1038 (1203)	1133 (1313)	100.0%
Anchorage Public Agencies-----	984	1092	1199	105.2%
Anchorage Private Firms-----	N/A			
Federal Government-----	N/A			
Calif-Oreg-Wash Average Actual-----	838	905	971	
Adjusted 31.8-36.5% for COLA-----	1144	1212	1280	116.8%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1064	1152	1239	111.0%

26. Vocational Rehabilitation Counselor II

Performs journeyman professional level work in providing a range of rehabilitation program services, has responsibility for management of program activities within a small office, or serves as assistant to a large district supervisor. Requires two year graduate degree in vocational rehabilitation, and one year of experience.

	<u>Salary Range</u>			<u>Midpoint as % of State of AK Salary</u>
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
State of Alaska (Range 18)-----	1266	1394	1521	100.0%
Anchorage Public Agencies-----	N/A			
Anchorage Private Firms-----	N/A			
Federal Government-----	N/A			
Calif-Oreg-Wash Average Actual-----	922	1037	1151	
Adjusted 30.1-33.2% for COLA-----	1228	1361	1497	97.6%
Combined Sample (Pub, Priv, Fed, & States Adj)-----	1228	1361	1497	97.6%

SUMMARY OF SALARY COMPARISONS



100% 108% 116% 124% 132%
 Combined Sample Salary as % of State of Alaska Salary

(Midpoint Salaries Compared)

SUMMARY OF ANCHORAGE SALARY COMPARISONS
SALARY AS % OF STATE OF ALASKA SALARY *

CLASS	PUBLIC AGENCIES	PRIVATE FIRMS	FEDERAL GOVERNMENT	AVERAGE
Accountant II	118.2%	116.0%	110.0%	114.7%
Account Clerk II	98.6	98.3	114.9	103.9
Administrative Assistant	107.5	108.8	114.8	110.4
AEO II	120.5	124.5	129.6	124.9
Auto Mechanic II	117.1	130.1	137.2	128.1
CPO II	97.8	92.9	102.4	97.7
Clerk Typist II	106.0	107.4	103.2	105.5
Civil Engineer I	114.2	111.8	112.1	112.7
Cook II	94.1	88.5	136.1	106.2
Correctional Officer I	-	-	118.3	118.3
Custodial Worker II	132.9	84.6	143.7	120.4
Draftsman II	116.9	127.5	110.8	118.4
EDP Programmer III	100.7	94.4	107.6	100.9
Engineering Technician II	119.6	146.0	102.4	122.7
Fish Biologist II	-	-	115.9	115.9
Food Service Worker	112.7	79.9	148.4	113.7
Laborer	116.8	155.4	124.2	132.1
Maintenance Mechanic II	106.1	119.1	137.2	120.8
Nurse I	-	95.5	103.0	99.3
Personnel Analyst II	106.4	-	115.9	111.2
Purchasing Agent II	103.6	91.7	100.0	98.4
Right of Way Agent I	100.8	-	115.9	108.4
Secretary I	101.0	100.1	119.4	106.8
Social Worker II	122.9	-	134.3	128.6
Trooper	105.2	-	-	105.2
Vocational Rehab Couns	-	-	-	-
All Classes	110.0%	109.1%	119.1%	113.0%

*Midpoint used for comparisons

CALIFORNIA-OREGON-WASHINGTON MONTHLY SALARIES

CLASS	CALIFORNIA	OREGON	WASHINGTON	STATES AVERAGE
	MIN - MAX	MIN - MAX	MIN - MAX	MIN - MAX
Accountant II	988-1202	789-1007	802-1012	860-1074
Accounting Clerk II	538- 654	560- 716	556- 667	551- 679
Administrative Assistant	988-1202	618- 789	637- 766	748- 919
Auto Equip Operator I	897- 988	716- 789	802- 880	805- 886
Auto Mechanic II	920-1013	751- 829	766- 841	812- 894
Card Punch Operator II	579- 704	407- 513	486- 582	491- 600
Clerk II-Clerk Typist II	538- 654	461- 588	508- 609	502- 617
Cook II	686- 834	588- 649	582- 699	619- 727
Correctional Officer I	834- 965	649- 789	637- 766	707- 840
Custodial Worker II	551- 669	513- 561	556- 667	540- 632
Civil Eng I-Hwy Eng I	1119-1360	1110-1418	968-1224	1066-1334
Draftsman II	717- 870	751- 829	637- 766	702- 822
EDP Programmer III	937-1138	829-1056	801-1021	856-1072
Eng Tech II-Hwy Eng Tech II	704- 853	509- 649	557- 668	590- 723
Fish Biologist II	1117-1356	789-1007	923-1166	943-1176
Food Service Worker	538- 654	372- 467	464- 556	458- 559
Laborer	704- 776	534- 588	609- 667	616- 677
Maintenance Man II	814- 897	716- 789	699- 766	743- 817
Nurse I	834-1013	788- 855	699- 766	774- 878
Personnel Analyst II	1202-1460	1007-1286	1061-1344	1090-1363
Purchasing Agent II	1031-1254	870-1110	766- 967	889-1110
Right of Way Agent I	942-1144	959-1225	967-1222	956-1197
Secretary I	738- 897	484- 618	556- 667	593- 727
Social Worker II	721- 874	682- 870	699- 841	701- 862
State Trooper	834-1013	789-1007	892- 892	838- 971
Voc Rehab Counselor II	1013-1230	829-1056	923-1166	922-1151

ALASKA FEDERAL PAY SCHEDULES
INCLUDING 25% COLA

General Schedule - Annual Salaries - Effective October 14, 1973

	<u>STEP 1</u>	<u>STEP 7</u>	<u>STEP 10</u>
GS-01	6,271	7,524	8,105
GS-02	7,102	8,520	9,229
GS-03	8,010	9,615	10,414
GS-04	8,998	10,798	11,698
GS-05	10,069	12,079	13,084
GS-06	11,221	13,464	14,585
GS-07	12,461	14,951	16,196
GS-08	13,786	16,546	17,926
GS-09	15,209	18,254	19,776
GS-10	16,724	20,069	21,741
GS-11	18,339	22,006	23,840
GS-12	21,871	26,244	28,430
GS-13	25,846	31,014	33,598
GS-14	30,309	36,369	39,399
GS-15	35,329	42,394	45,926

Wage Schedule - Hourly Salaries - Effective September 16, 1973

WG-WL GRADE	WG-RATES		WL-(Ldr) RATES		WS GRADE	WS-(Spvr) RATES	
	STEP 1	5	1	5		1	5
1	4.80	5.60	5.29	6.17	1	6.63	8.11
2	5.11	5.96	5.61	6.54	2	6.92	8.46
3	5.41	6.32	5.96	6.96	3	7.23	8.83
4	5.72	6.68	6.30	7.35	4	7.50	9.16
5	6.04	7.04	6.64	7.75	5	7.80	9.54
6	6.35	7.40	6.98	8.14	6	8.08	9.88
7	6.66	7.77	7.33	8.56	7	8.39	10.25
8	6.97	8.13	7.66	8.94	8	8.67	10.59
9	7.26	8.47	8.00	9.33	9	8.96	10.95
10	7.58	8.85	8.34	9.73	10	9.25	11.31
11	7.90	9.22	8.68	10.12	11	9.41	11.51
12	8.21	9.58	9.02	10.53	12	9.62	11.76
13	8.52	9.93	9.37	10.93	13	9.87	12.07
14	8.82	10.29	9.71	11.32	14	10.19	12.45
15	9.14	10.66	10.05	11.73	15	10.55	12.89
					16	10.94	13.38
					17	11.41	13.95
					18	11.92	14.56
					19	12.47	15.24

SALARY TRENDS
CONSUMER PRICE INDEX

UNITED STATES GOVERNMENT

Date	General Services	Wage-Grade Classes 1/	
	Percent Increase	Hourly Rate	Percent Increase
1968		\$4.18	
1969	9.0%	4.46	6.7%
1970	6.0%	4.88	9.4%
1971	6.0%	5.15	5.5%
1972	5.5%	5.42	5.2%
1973	10.2%	5.72	5.5%
1974			
Cumulative Totals 42.4%		36.8%	

1/ Wage Grade 4, Step 1; Source: Department of Defense, Wage Fixing Authority, Coordinated Federal Wage System Regular Wage Rate Schedule for State of Alaska.

STATE OF ALASKA

Date	State Teachers 1/	Marine Transportation 2/	Classified State Employees
	% of Increase	Hourly Rate % Increase	% Increase
1968		\$5.57	
1969	- 0 -	5.84	4.9%
1970	34.1%	6.78	16.1%
1971	- 0 -	7.18	5.9%
1972	4.0%	7.60	5.9%
1973	3.7%	8.39	10.4%
1974			
Cumulative Totals 44.6%		50.6%	27.6%

1/ Percentage based on mid-point of range for B.S. degree teachers.

2/ Average of 8 classes: Master, Able Seaman, Purser, Chief Engineer, Oiler, Chief Cook, Chief Steward, Waiter (Southeast System exclusive of Wickersham).

ANCHORAGE LOCAL GOVERNMENT AGENCIES
CLASSIFIED EMPLOYEES

PERCENT INCREASES

Date	Borough	City	School District
1969	- 0 -	- 0 -	- 0 -
1970	6.0%	6.0%	4.0%
1971	7.3%	7.6%	21.6%
1972	1.15%	4.0%	- 0 -
1973	4.0%	4.0%	5.0%
1974			
Cumulative Totals	19.7%	23.4%	32.8%

Source: Personnel Departments of City of Anchorage, Greater Anchorage Area Borough, Anchorage School District.

ANCHORAGE AREA OCCUPATIONAL GROUPS

Date	Construction 1/		Retail Clerks 2/		Manufacturing 3/	
	Hourly Rate	% Increase	Hourly Rate	% Increase	Hourly Rate	% Increase
1968	\$ 6.737		\$ 4.050		\$ 4.30	
1969	6.987	3.6%	4.350	7.4%	4.47	4.0%
1970	7.458	6.8%	4.550	4.6%	4.80	7.4%
1971	7.928	6.3%	4.750	4.4%	5.33	11.0%
1972	9.296	17.3%	5.325	12.1%	5.71	7.1%
1973	10.442	12.3%	5.925	11.3%	5.62	- 1.6%
1974			6.000	1.3%		
Cumulative Totals		55.0%		48.2%		30.7%

All rates are exclusive of fringe benefits.

1/ Average based on rates for Painter, Carpenter, Laborer, Sheet Metal Worker, Plumber, and Electrician. Source: Union Contracts

2/ Based on rates under Retail Clerks' Union contract for retail grocery stores. Source: Anchorage Retail Clerks' Union

3/ Average hourly rates in total manufacturing in State of Alaska. Source: Alaska State Department of Labor

GENERAL SALARY INCREASES IN STATES OF
CALIFORNIA, OREGON, AND WASHINGTON

Date	Percent Increases		
	California	Oregon	Washington
1969	5.6%	3.8%	12.0%
1970	5.2%	5.6%	4.0%
1971	-0-	5.8%	-0-
1972	7.5%	3.56%	3.0%
1973	7.0%	6.2%	5.0%*
1974			7.5%
Cumulative Totals	27.8%	27.6%	35.4%

* Estimated average percentage; Salary increase was \$40 across the board.

Source: Personnel Departments, States of California, Oregon, and Washington;
and Washington State Employees Association.

CONSUMER PRICE INDEX AND PERCENT INCREASES
OF THE LAST FIVE YEARS

Date	Seattle		U.S. Average		Anchorage	
	CPI	% Inc	CPI	% Inc	CIP	% Inc
July/Aug 68	104.8		104.8		100.8*	
July/Aug 69	110.2	5.2%	110.2	5.2%	105.6	4.8%
July/Aug 70	114.6	9.4%	116.6	11.3%	109.6	8.7%
July/Aug 71	117.7	12.3%	121.8	16.2%	113.0	12.1%
July/Aug 72	119.9	14.4%	125.5	19.8%	115.8	14.9%
July/Aug 73	128.8	22.9%	132.7	26.6%	120.4	19.4%

* Calculated from October index, the only month surveyed at that time.

CPI for Seattle is for August; U.S. Average and Anchorage is for July.

EMPLOYEE DATA
ELECTION DISTRICT DIFFERENTIALS

NUMBER OF POSITIONS BY SALARY RANGE AS OF OCTOBER 31, 1973

Salary Range	Number Authorized Positions	Percent of Total Authorized Positions	Cumulative Percent Total Authorized Positions
5	12	.1	.1
6	390	4.7	4.8
7	467	5.6	10.4
8	848	10.2	20.6
9	516	6.2	26.8
10	391	4.7	31.5
11	608	7.3	38.8
12	443	5.4	44.2
13	787	9.5	53.7
14	855	10.4	64.1
15	257	3.1	67.2
16	884	10.7	77.9
17	258	3.1	81.0
18	538	6.5	87.5
19	225	2.7	90.2
20	263	3.2	93.4
21	140	1.7	95.1
22	113	1.4	96.5
23	44	.5	97.0
24	107	1.3	98.3
25	38	.5	98.8
26	65	.8	99.6
27	9	.1	99.7
28	21	.3	100.0
Total	8279	100.0	

BUDGETED POSITIONS BY ELECTION DISTRICT
AS OF OCTOBER 31, 1973

<u>District</u>	<u>Title</u>	<u>No. Positions</u>	<u>Salary Schedule</u>
1	Ketchikan-Prince of Wales	188	A
2	Wrangell-Petersburg	43	C
3	Sitka	133	C
4	Juneau	2390	A
5	Lynn Canal-Icy Straits	48	D
6	Cordova-Valdez	525	E
7	Palmer-Wasilla-Talkeetna	231	C
8	Anchorage	2624	A
9	Seward	54	D
10	Kenai-Cook Inlet	104	D
11	Kodiak	85	D
12	Aleutian Islands	73	F
13	Bristol Bay	95	F
14	Bethel	107	G
15	Yukon-Kuskokwim	136	H
16-S	Fairbanks-Ft. Yukon (South of Arctic Circle)	1182	G
16-N	Fairbanks-Ft. Yukon (North of Arctic Circle)	30	H
17	Barrow-Kobuk	56	H
18	Nome	144	F
19	Wade Hampton	20	G
XX	U.S. & Canada	11	X
	Total	8279	

STATE OF ALASKA

CLASSIFIED EMPLOYEES BY SALARY SCHEDULE AS OF OCTOBER 31, 1973

RANGE NO	SALARY SCHEDULES										TOTAL
	A	B	C	D	E	F	G	H	U. S.	OTHER	
5	4	0	0	0	0	0	0	0	0	0	4
6	105	41	55	1	38	4	3	2	0	0	249
7	227	50	22	15	12	11	8	12	0	0	357
8	474	76	24	18	46	20	10	19	3	24	714
9	240	46	3	8	17	6	11	3	0	0	334
10	294	24	6	3	14	4	2	0	2	6	355
11	241	67	21	17	39	19	5	4	0	1	414
12	272	39	14	7	14	6	1	3	0	2	358
13	310	123	37	44	50	22	5	11	0	0	602
14	342	129	32	39	50	20	7	22	1	5	647
15	112	35	22	17	5	14	2	9	0	1	217
16	421	130	33	51	42	29	8	19	0	4	737
17	122	30	9	11	9	10	4	4	1	1	201
18	297	59	19	28	21	15	4	4	3	5	455
19	146	21	4	2	6	2	1	0	0	2	184
20	173	26	5	1	3	0	1	0	0	1	210
21	117	10	1	1	0	0	0	0	0	1	130
22	85	14	0	1	2	2	0	0	0	0	104
23	41	0	0	0	0	1	0	0	0	1	43
24	71	10	1	0	1	1	0	0	0	0	84
25	28	2	0	1	0	1	0	0	0	1	33
26	60	1	1	0	0	0	0	0	0	0	62
27	6	1	0	0	0	0	0	0	0	0	7
28	17	0	0	0	0	0	0	0	0	0	17
TOTAL	4205	934	309	265	369	187	72	112	10	55	6518
PERCENT	64.5	14.3	4.7	4.1	5.7	2.9	1.1	1.7	.2	.8	100.0

STATE OF ALASKA

CLASSIFIED EMPLOYEES BY SALARY STEP AS OF OCTOBER 31, 1973

RANGE NO	NUMBER IN STEP							TOTAL	PERCENT	CUMM. PERCENT
	A	B	C	D	E	F	J			
5	0	0	0	0	0	4	0	4	0	0
6	0	0	0	140	47	57	5	249	3.8	3.8
7	0	169	79	41	25	20	23	357	5.5	9.4
8	216	171	124	60	51	61	31	714	11.0	20.3
9	94	92	35	27	28	33	25	334	5.1	25.4
10	80	81	62	39	30	40	23	355	5.5	30.9
11	142	122	45	26	25	25	29	414	5.6	37.2
12	94	80	56	33	30	43	22	358	5.4	42.7
13	179	142	74	72	44	50	41	602	9.2	52.0
14	172	85	83	69	49	88	101	647	9.9	62.0
15	51	30	21	26	19	35	35	217	3.3	65.2
16	198	128	86	115	57	76	77	737	11.3	76.5
17	47	30	24	20	20	33	27	201	3.1	79.6
18	92	60	51	47	37	92	76	455	7.0	86.6
19	42	23	27	21	16	34	21	184	2.8	89.4
20	33	24	33	29	15	46	30	210	3.2	92.6
21	27	20	21	10	12	25	15	130	2.0	94.6
22	26	13	17	8	9	14	17	104	1.6	96.2
23	12	3	5	3	4	9	7	43	.7	97.0
24	19	6	18	5	9	16	11	84	1.3	98.2
25	13	1	2	2	3	10	2	33	.5	98.7
26	9	6	13	3	8	16	7	62	1.0	99.6
27	0	0	2	1	1	2	1	7	.1	99.7
28	5	2	1	1	5	0	3	17	.3	100.0
TOTAL	1551	1288	879	798	544	829	629	6518		
PERCENT	23.8	19.7	13.5	12.2	8.4	12.7	9.7	100.0		

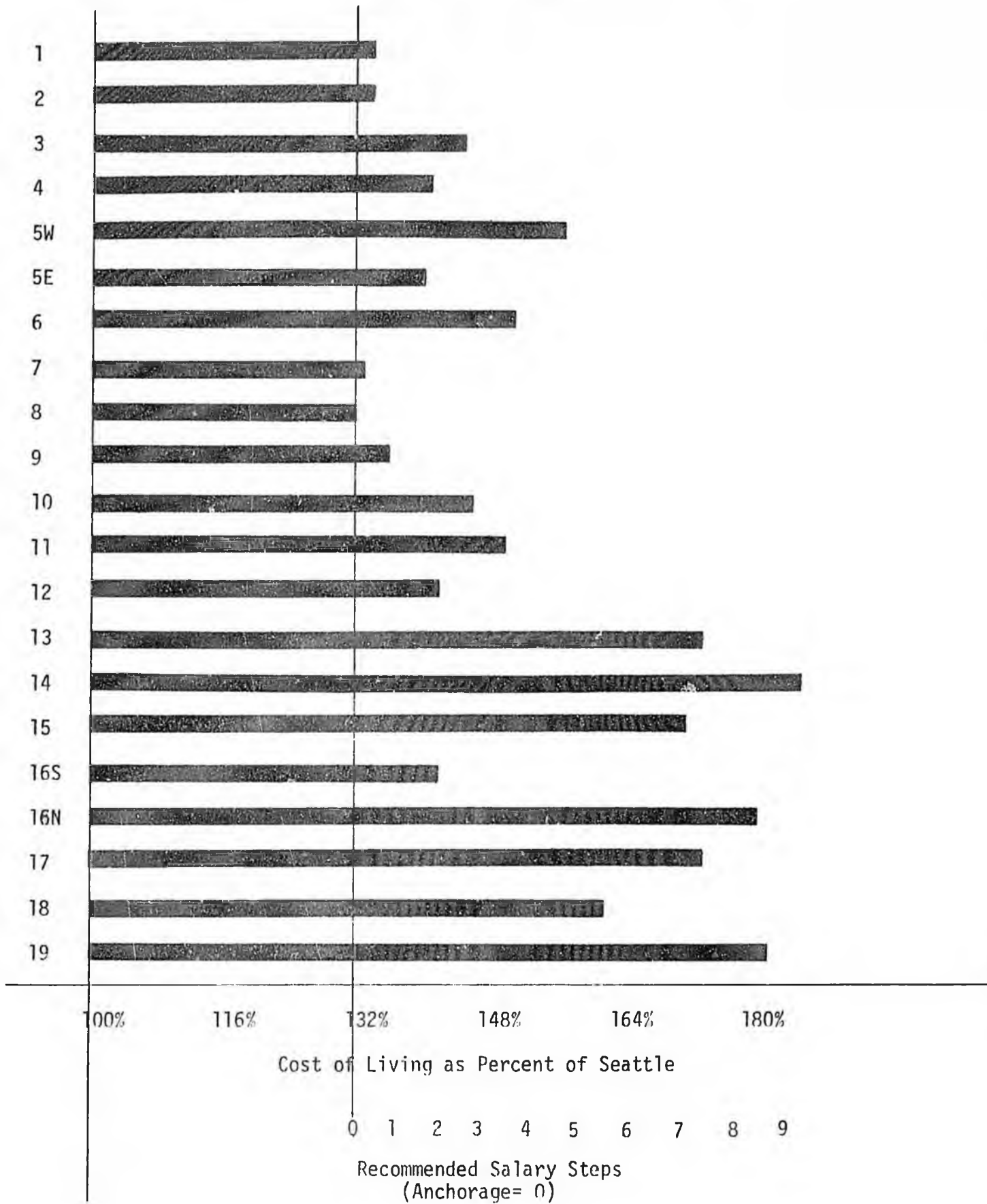
ESTIMATED CIVILIAN WORKFORCE IN
ANCHORAGE ELECTION DISTRICT JULY 1973

TOTAL EMPLOYMENT	59,300
Mining	800
Construction	6,000
Manufacturing	1,500
Food Processing	200
Other Manufacturing	1,300
Transportation-Communications and Utilities	4,900
Trucking and Warehousing	800
Water Transportation	200
Air Transportation	1,800
Other Transportation-Communications and Utilities	2,100
Trade	10,800
Wholesale Trade	2,500
Retail Trade	8,300
General Merchandise and Apparel	2,200
Food Stores	1,000
Eating and Drinking Places	2,000
Other Retail Trade	3,100
Finance-Insurance and Real Estate	2,600
Service and Miscellaneous	8,300
Government ^{1/}	17,400
Federal	9,200
State	3,700
Local	4,500
Domestics, self employed, and agricultural workers	6,400

^{1/} Includes teachers in primary and secondary schools, and personnel employed by the University of Alaska.

Source: State of Alaska, Department of Labor

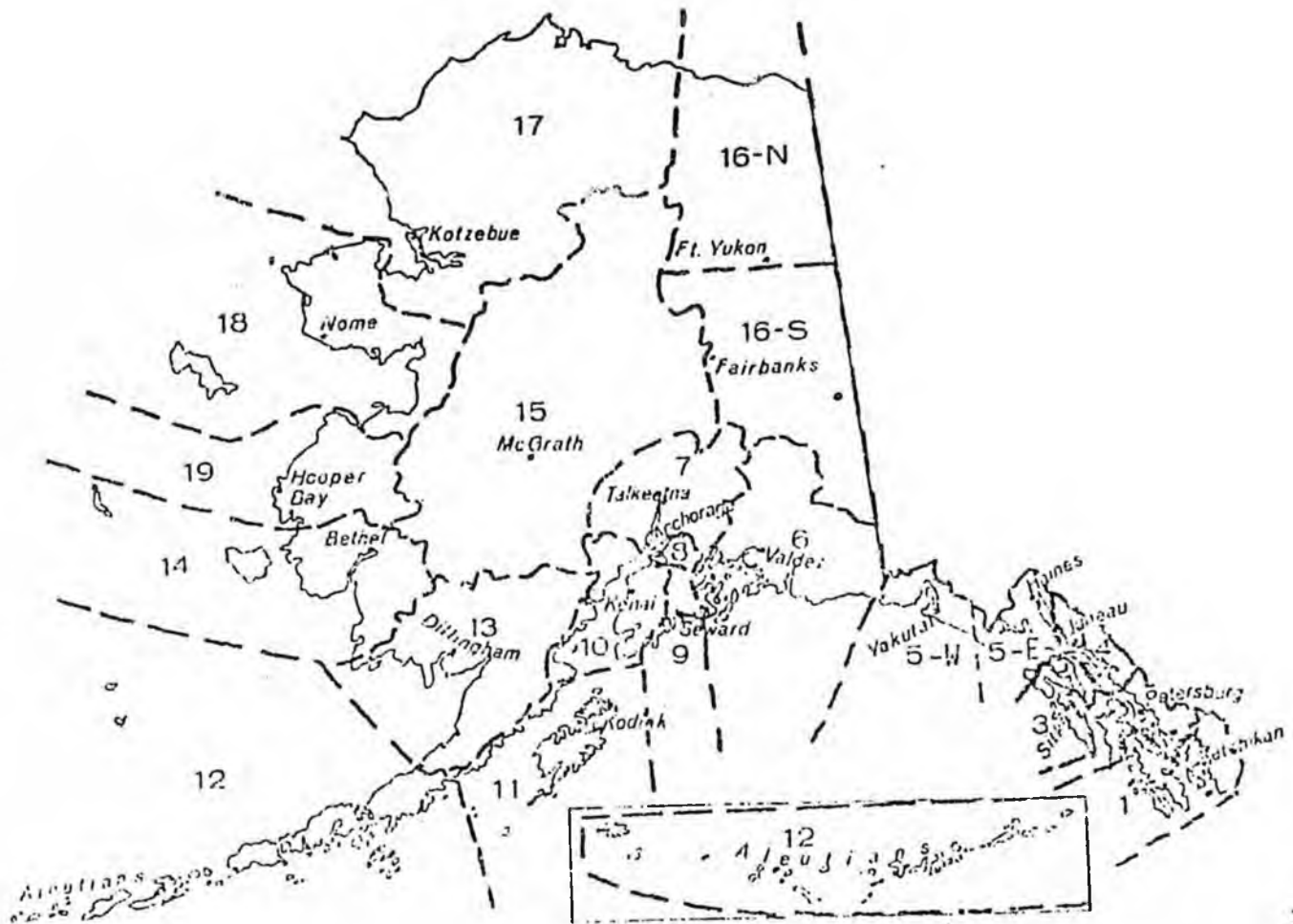
COST OF LIVING DIFFERENTIALS BY ELECTION DISTRICT



Based on Food and Housing Survey December 1972

A cost of living survey in the various election districts of the state was not conducted this year.

The most recent cost of living survey data and differentials are given in the Survey of Salaries & Benefits, Housing & Food Costs and Salary Recommendations, Part III, Housing & Food Costs, December, 1972.



EMPLOYEE BENEFITS AND CONDITIONS OF EMPLOYMENT

1973
EMPLOYEE BENEFITS AND CONDITIONS OF EMPLOYMENT

BASIC WORK WEEK

All Other Employers:

Employees of all 3 Anchorage Public Agencies, the Federal Government, all private firms contacted, and the 3 western states are on a basic 5-day, 40 hour work week.

State of Alaska:

Most employees of the State of Alaska are on a 5-day, 37 1/2 hour week.

SALARY RANGES

<u>Employer</u>	<u>Number of Steps In Pay Range</u>	<u>Years Required To Reach Maximum</u>
Anchorage Borough	6	4 1/2
Anchorage School District	5	4
City of Anchorage	6	4 1/2
Federal Government (white collar)	7 + longevity	9
(trades)	5	6
California	5	4
Oregon (white collar)	6	4 1/2
(trades)	3	2 1/2
Washington (thru Range 22)	5	3 1/2
(over Range 22)	6	4 1/2
Alaska (*Range 5-13)	6	4 1/2
(over Range 13)	6	5

*bottom steps of schedule deleted for Ranges 5-7; top step deleted for Range 28.

Anchorage Private Firms:

In most private firms contacted, formal salary ranges for all classes as found in government service do not exist, and increases are usually granted depending upon the individual's performance without any specific time intervals. In those firms where formal salary ranges do exist, there is usually great latitude provided for movement from one step to the next.

OVERTIME POLICIES

Anchorage Public Agencies:

Employees of the Greater Anchorage Area Borough in Range 21 (\$1177 - \$1503) and below receive time and one-half beyond eight hours per day or 40 hours per week; employees in Range 22 (\$1237 - \$1578), 23 (\$1298 - \$1657) 24 (\$1362 - \$1740) or 25 (\$1431 - \$1827) who are required to work beyond eight hours per day or 40 hours per week receive an equal number of hours off, unless the department head approves payment at straight pay for overtime work (note: maximum accumulation is 15 working days). No overtime is authorized for Ranges 26 (\$1503 - \$1919) and above. Double time is paid for Sunday (seventh day) or holiday work.

Greater Anchorage Area Borough School District employees receive time and one-half pay beyond eight hours per day or 40 hours per week, except for those exempted under provisions of the Fair Labor Standards Act. Double time is paid for Sunday (seventh day) or holiday work.

Classified City of Anchorage employees receive time and one-half pay through Range 27 (\$1125 - \$1368); time and one-half pay for those in Ranges 28 (\$1169 - 1423) through 32 (\$1368 - \$1664) if approved in advance; straight time for those in Range 33 (\$1423 - \$1732) and above only under special circumstances when approved by the City Manager. Overtime pay is permitted only up to and including the rank of Sergeant in the Police Department; normally, no overtime is involved in the Fire Department. Double time is paid for Sunday (seventh day) or holiday work.

Federal Government:

For General Schedule employees, all overtime for which cash compensation is made is at time and one-half (at or above GS-10, overtime is paid at 1 1/2 times the GS-10 rate); however, departments may grant equivalent time off when budget limitations do not permit time and one-half pay; or at the employee's request in lieu of overtime.

All Wage-Grade (blue collar) employees receive time and one-half pay.

Anchorage Private Firms:

All private firms contacted reported having a policy of time and one-half for overtime except for managerial personnel.

State of California:

Overtime is compensated at 1 1/2 times normal salary. Payment is in cash or compensating time off.

State of Oregon:

Classes not eligible for overtime payment include those which are supervisory, administrative, or professional in nature. All other employees receive time and one-half pay or compensatory time off for overtime and premium pay for holidays worked.

Overtime Policies - continued

State of Washington:

A standard work-week employee who is required to work more than eight hours in one day or 40 hours in a week receives overtime pay at one and one-half times his regular rate, or is granted one and one-half hours of compensatory time for each overtime hour worked, as determined by management.

Non-standard work-week employees generally are not eligible for overtime compensation. If authorized by agency policy, compensation at not more than one and one-half times the regular rate may be granted.

State of Alaska:

Except for State Troopers (up to and including the class of Sergeant), time and one-half is paid for hours worked in excess of 37 1/2 hours in any work week, for those positions which would be covered if the Fair Labor Standards Act (Wage-Hour Law) were applicable to all State employment. In unusual situations, a department head may petition the Commissioner of Administration for special consideration in specific instances, and the Commissioner may approve, disapprove or modify such requests.

State Troopers (as referred to above) receive one range (7.5%) additional for the 40-hour week, and a second additional range (7.5%) to cover all overtime which may be worked beyond 40 hours.

SHIFT DIFFERENTIAL PAY

Anchorage Public Agencies:

Greater Anchorage Area Borough provides a 10% differential for shift work (except firefighting personnel).

The Greater Anchorage Area Borough School District provides 20¢ per hour differential pay for swing shift work and 25¢ per hour for graveyard shift.

City of Anchorage employees covered under the Joint Crafts Agreement and in the Municipal Light and Power and Telephone Departments receive shift differential pay in varying amounts, depending on agreement, job class and specific shift.

Federal Government:

Employees in Wage-Grade (blue-collar) class receive shift differential pay of 7.5% if the majority of their hours fall between 3:00 p.m. and 12:00 p.m. and 10% from 11:00 p.m. to 8:00 a.m.; those in General Schedule classes receive 10% differential for hours regularly scheduled between 6:00 p.m. and 6:00 a.m..

Employees regularly scheduled to work on Sunday receive a 25% differential for that day.

General Schedule employees receive a 25% differential for all hours worked on a day in which they perform hazardous duty. Some of the identified hazardous duty includes firefighting, limited control flights, exposure to hazardous weather or terrain.

Wage Grade employees receive environmental differentials from 4% to 100% for identified hazards, physical hardships and working conditions. For example: Participate in low level flights - 100%, high work - 25%, dirty work - 4%, duty aboard submerged vessel - 50%. Some differentials are paid for actual exposure, others on the basis of hours in pay status.

Anchorage Private Firms:

Of the 41 private firms contacted, 26 had employees working on other than regular day shifts. 19 of these firms paid additionally, in varying amounts, for such night-shift work.

State of California:

Employees who are regularly assigned "swing" shift work receive 13¢ per hour additional; 18¢ per hour additional for "midnight" shifts.

State of Oregon:

Effective January 1, 1973, all employees receive 15¢ per hour for shift work other than regular day shift.

State of Washington:

Reported no shift differential.

Shift Differential Pay - continued

State of Alaska:

All state employees required to regularly work on shifts other than 8:00 a.m. to 4:30 p.m. receive an additional 3.75% (one step) for "swing" shifts; 7.5% (two steps) for "graveyard" or midnight shifts.

ANNUAL PAID HOLIDAYS

Employer	No. Holidays
State of California	12
State of Alaska	11
State of Washington	11
State of Oregon	09
Federal Government	09
Greater Anchorage Area Borough	10
Greater Anchorage Area Borough School District	09
Anchorage Private Firms	Range from 6 to 11 with ave. of 8
City of Anchorage	10

COMPARISON OF VACATION ALLOWANCES

Employer	Working Days Allowed				
	At 2 yrs.	At 6 yrs.	At 11 yrs.	At 21 yrs.	At 26 yrs.
Alaska	15	24	30	30	30
U.S. Govt.	13	20	20	26	26
California	10	15	17	19	20
Oregon	11	13 1/2	16	21	21
Washington	13	15	17	20	22
Anchorage Borough	24	30	33	33	33
Anch. School Dist.	30	30	30	30	30
City of Anchorage	21	27	30	30	30
Private Firms Average	11	15	19	24	24

combined sick & annual leave

ANNUAL PAID HOLIDAYS

Employer	No. Holidays
State of California	12
State of Alaska	11
State of Washington	11
State of Oregon	09
Federal Government	09
Greater Anchorage Area Borough	10
Greater Anchorage Area Borough School District	09
Anchorage Private Firms	Range from 6 to 11 with ave. of 8
City of Anchorage	10

COMPARISON OF VACATION ALLOWANCES

Employer	Working Days Allowed				
	At 2 yrs.	At 6 yrs.	At 11 yrs.	At 21 yrs.	At 26 yrs.
Alaska	15	24	30	30	30
U.S. Govt.	13	20	20	26	26
California	10	15	17	19	20
Oregon	11	13 1/2	16	21	21
Washington	13	15	17	20	22
Anchorage Borough	24	30	33	33	33
Anch. School Dist.	30	30	30	30	30
City of Anchorage	21	27	30	30	30
Private Firms Average	11	15	19	24	24

combined sick & annual leave

SICK LEAVE

Anchorage Public Agencies:

The Greater Anchorage Area Borough, the Greater Anchorage Borough School District, and the City of Anchorage have vacation and sick leave combined under a single plan.

Federal Government:

Earned at the rate of four (4) hours for each full bi-weekly pay period (13 days per year), with unlimited accumulation. An employee seriously injured or ill may be advanced as much as 30 days of sick leave beyond his accumulation. Sick leave credits may be used for illness in the immediate family if communicable disease is involved. Unused sick leave is credited to the employee's length of service upon retirement.

Anchorage Private Firms:

Of the 41 private firms contacted, four provided sick leave with pay on an informal basis, the amount allowed being dependent upon the individual employee's length of service and other factors. 31 firms have formal sick leave plans with maximum sick leave permitted ranging from five days per year to an unlimited accrual; three private firms reported that one-half of the sick leave accrual was paid upon termination, under terms of the union contract. Sick leave usage to care for an ill member of the family is permitted by 1/3 of the firms contacted.

California, Oregon and Washington: each grant

One day per month, with unlimited accumulation. May be used for family illness or death in immediate family under certain conditions. Oregon also applies 1/2 of unused sick leave to the retirement pension formula.

State of Alaska:

One and one-quarter days per month, with unlimited accumulation. May be used for family illness or death in immediate family under certain conditions.

MEDICAL, HOSPITALIZATION AND INSURANCE BENEFITS

Anchorage Public Agencies:

Comprehensive medical insurance and group life insurance is available to employees of the Greater Anchorage Area Borough, Greater Anchorage Area Borough School District, and the City of Anchorage.

Greater Anchorage Area Borough pays the premium costs for medical insurance for the employee and all dependents. Current rates are \$21.82 for employee only, \$45.58 for employee and spouse, and \$50.17 for employee and family. Dental care and maternity benefits are included as part of the program. Group life insurance, limited to the next even thousand above the employee's annual salary, is paid by the employee; current premium is 40¢ per 1000 dollars.

Ninety percent of the premium cost for the employee is paid by the Greater Anchorage Area Borough School District, with the balance, as well as all premiums for dependents, paid by the employee. The program includes maternity benefits. Life insurance is limited to the next even thousand above the employee's annual salary. The School District pays \$17.90 of the premium costs.

All premium costs for medical insurance for the employee and all dependents and premiums for group life insurance up to \$25,000 are paid by the City of Anchorage. Current rates for insurance are \$17.43 for employee only, \$42.53 for employee and spouse, and \$49.16 for employee and family.

Federal Government:

Four types of plans are available to Federal employees: the Service Benefit Plan; the Indemnity Benefit Plan; employee organization plans; and local comprehensive medical plans.

Two options are available in most plans--a High Option plan and a Low Option plan.

Benefits under a typical plan are:

Under the High Option plan, 100% of the first \$1,000 of allowable expenses is paid each calendar year, plus 80% of any balances, for hospital room and board expenses, with no deductible. It also pays 75% of allowable expenses for other hospital and surgical and medical expenses. A \$50 calendar year deductible applies, but not more than \$25 of it applies to other hospital expenses per calendar year.

The Federal Government pays approximately 40% of the premium.

For life insurance, the employee contributes 27 1/2¢ bi-weekly for each \$1,000 of insurance, which represents 2/3 of the cost. Minimum amount of insurance is \$10,000; maximum is \$32,000.

Medical, Hospitalization and Insurance Benefits - continued

Anchorage Private Firms:

All private firms contacted have some kind of hospitalization, medical, and life insurance plan for their employees. It would be difficult to describe the provisions of the many different plans, and the various methods by which premiums are paid without going into considerable detail. Generally, plans are available for the employee with little or no cost, and dependent coverage is available for which costs are usually paid by the employee, although there are many exceptions to this. (14 firms reported they paid 100% of the premium costs for the employee and all dependents.) Seventeen firms included either part or full dental coverage and six include vision care.

State of California:

Various medical, hospitalization and group life insurance plans are available to employees. Employees may, under the Coordination of Benefits Plan, enroll in one or more of the available plans thus providing for collection of up to 100% of necessary and reasonable costs of services obtained. Maternity benefits are usually available under all plans; preventive care and medicine benefits are available under some plans; however, dental and vision care are not normally included. The state contributes \$16 towards the monthly premium per employee. Additional costs of the employee begin at \$2.88 for the single employee with enrollment in one plan only. Maximum costs depend upon the number of plans enrolled in and type of family coverage requested.

State of Oregon:

Four medical, hospitalization and group life insurance plans are available to employees which pay part of all medical and hospital expenses. Maternity benefits are covered under all plans and vision care is included under certain options. One plan provides for preventive care and medicine benefits. Dental care is excluded from all plans. The state contributes \$15 towards the monthly premium per employee regardless of the plan the employee chooses. Additional costs to the employee range from no charge for the employee only to \$30.91 per month for coverage of spouse and other dependents under Basic Life and Major Medical plan.

State of Washington:

Two basic insurance plans are provided which pay all or part of medical and hospital expenses. One plan provides coverage from "first dollar" expenses through major medical costs. The other provides primarily major medical coverage. Four additional panel medical plans are available to state employees as well as others residing within the boundaries covered by the panel plan. All plans cover the employee and dependents, if the dependent coverage is required. In-patient psychiatric care and maternity benefits are covered under most plans and vision care under certain of the panel plans. Dental care is excluded from all plans. The state contributes \$20 towards the monthly premium per employee regardless of the plan the employee chooses. The state pays 100% of premium for basic \$2700 life and death and dismemberment policy. Optional additional coverage is available. Additional costs to the employee vary depending on the enrollment plan chosen. Eligibility is extended to retired employees.

Medical, Hospitalization and Insurance Benefits - continued

State of Alaska:

Medical and audio-visual, dental, and a basic amount of accidental death and dismemberment insurance, with options covering eligible dependents for medical and life insurance, life insurance for the employee, and accidental death and dismemberment in an amount equal to the employee's life insurance, is available. Coverage is extended to retired employees.

The state contributes \$27.50 per month per employee, sufficient to cover the premium for the employee only for comprehensive medical insurance, audio-visual and dental insurance, and a basic amount of accidental death and dismemberment insurance.

UNEMPLOYMENT INSURANCE

Anchorage Public Agencies:

Employees of the Greater Anchorage Area Borough and the Greater Anchorage Area Borough School District, are not covered by any form of unemployment insurance.

Employees of the City of Anchorage are presently covered by unemployment insurance.

Federal Government:

Federal employees who are separated in layoffs or whose appointments are terminated are entitled to unemployment compensation similar to that provided to employees in private industry. They are covered by the unemployment insurance system under conditions set by the state to which their wages are assigned.

Permanent employees are eligible for severance pay if involuntarily separated, not for cause, after one year's service. Amount of payments depend on employee's age, length of service and salary rate.

Anchorage Private Firms:

Employees in private firms are covered by unemployment insurance. The employee contributes from 0.3% to 0.9% of gross pay for this insurance.

State of California:

All full-time permanent and probationary civil service employees are eligible for unemployment insurance, paid entirely by the state. Seasonal and temporary employees are excluded.

State of Oregon:

All permanent full-time employees are eligible for unemployment insurance, paid entirely by the state.

State of Washington:

All permanent full-time employees are eligible for unemployment insurance, paid entirely by the state.

State of Alaska:

Approximately 5500 to 6000 state employees are not covered by any form of unemployment insurance.

LONGEVITY PAY

Anchorage Public Agencies:

Greater Anchorage Area Borough provides 3% additional after five years of service, with an additional 1/2% per year up to a maximum of 10 1/2% at 20 years.

Greater Anchorage Area Borough School District provides 2 1/2% additional for five to nine years of service; and 5% additional for ten years and over to annual maximum allowances of \$250 and \$500 respectively (classified employees only). This amount is paid annually in one lump sum.

City of Anchorage provides 105% of basic pay after five years of service; 107% after seven years; and 110% after ten years.

Federal Government:

Longevity pay, as such is not provided; however, former longevity allowances have been incorporated into the pay grades for General Schedule classes. Comparisons of salary levels for the Federal Government have been made at Steps 1 through 7 for General Schedule classes; Steps 8 through 10 are normally considered "longevity" pay steps, which amount to approximately 8.34% additional at Step 10 over Step 7. On reaching Step 7, nine years are required to reach Step 10.

Anchorage Private Firms:

Of the 41 private firms contacted, only five reported having formal longevity pay in addition to regular salary rates.

California, Oregon, and Washington:

No longevity pay plan.

State of Alaska:

Pay increments for longevity in state service, computed at the rate of 3.75% of the employee's base salary, are provided after he has remained in the final step within a given salary range for two years, provided he has worked continuously for the state for seven years, and provided that his current annual rating by his supervisor is designated as "good" or higher. Additional increments at the rate of 3.75% each are provided when the employee has remained in the final step within a given salary range for four, nine and 13 years.

RETIREMENT PLANS

City of Anchorage:

Employee contribution - 6%
Employer contribution - actuarially determined - current rate unknown.
Benefits formula - $1\frac{1}{2}\%$ x highest 3 year average salary x years of service.

Federal Government:

Employee contribution - 7%
Employer contribution - 7%
Benefits formula -
1 thru 5 year's service - $1\frac{1}{2}\%$ x highest 3 year average salary x years of service
5 thru 10 year's service - $1\frac{3}{4}\%$ x highest 3 year average salary x years of service
Over 10 years service - 2% x highest 3 year average salary x years of service

*Note: Federal employees do not receive Social Security benefits.

Anchorage Private Firms:

Of the 41 private firms contacted, seven reported having no formal retirement plan other than that provided by Social Security.

Twenty of the firms reported having formal retirement systems in addition to Social Security, of which 8 reported that the employee made no contribution. In the other twelve, both employer and employee contributed towards the cost of the plan.

Twenty private firms reported having "profit sharing" plans, five of which also have formal retirement plans. Under profit sharing plans, the firm typically allocates up to 15% of an employee's annual salary (half the plans are 100% employer contribution) to a fund, which is invested and employees receive credits, depending on salary and length of service, entitling them to receive, upon termination, a share of the fund, either in monthly payments or in a lump sum.

State of California:

Employee contribution - 7% (exclusive of public safety)
State contribution - normally equals or exceeds employee contribution
Benefits formula - 2% x years of service x final compensation

State of Oregon:

Employee contribution - from 5% to 7% of gross salary
State contribution - 7% of gross salary
Benefits formula - years of service x 1% x highest 3 year average earnings of the last 10 years.

Retirement Plans - continued

State of Washington:

Employee contribution - 6% of gross salary

State contribution - 7% of gross salary

Benefits formula - 2% of average salary for every year of service; not to exceed 60%.

State of Alaska: (also Anchorage Area Borough & School District employees)

Employee Contribution - 4.25% of gross salary

State contribution - actuarially determined - currently 4.27%

Benefits formula -

1 thru 10 years of service - $1\frac{1}{2}\%$ x highest consecutive 3 years average salary x years of service

11 thru 20 years of service - $1\frac{3}{4}\%$ x highest consecutive 3 years average salary x years of service

Over 20 years service - 2% x highest consecutive 3 years average salary x years of service

APPENDIX

APPENDIX NO. 1

The following firms, agencies and unions participated in the survey by providing information on salaries and employee benefits.

The cooperation received in providing our staff with data is sincerely appreciated.

Air Van Lines, Inc.	Providence Hospital
Alaska Asphalt Paving	RCA Alaska Communications, Inc.
Alaska Data Systems, Inc.	Reeve Aleutian Airlines
Alaska Exchange Services	Sea-Land Freight Service, Inc.
Alaska Methodist University	Sears, Roebuck and Co.
Alaska Railroad	Sheffield Enterprises, Inc.
Alaska Sales and Services, Inc.	Standard Oil Co.
Anchorage Cold Storage Co.	Union Oil Company of California
Anchorage Community Hospital	Wien Consolidated Airlines, Inc.
Anchorage Natural Gas	XCEL Services, Inc.
Atlantic Richfield Oil Co.	Xerox
Automotive Parts and Equipment Co.	Yukon Office Supply Co.
Beneficial Finance Co.	
Carr's Food Center, Inc.	City of Anchorage
Central Alaska Utilities	Greater Anchorage Area Borough
Chugach Electric Association	Greater Anchorage Area Borough
Clary Pioneer Insurance	School District
Consolidated Communications Co.	U.S. Government
First National Bank of Anchorage	California State Personnel Board
Hewitt V. Lounsbury	Oregon State Division of Personnel
Hickel Investment Co.	Washington State Dept. of Personnel
J.C. Penny Co.	
John Stepp Friendly Ford Inc.	Carpenters Unions
Marathon Oil Co.	Hotel and Restaurant Employees Union
Matanuska Maid, Inc.	I.B.E.W. (Electrical Workers)
Mobil Oil Co.	Laborers and Hod Carriers Union
National Bank of Alaska	Painters and Allied Trades Union
Northern Commercial Co.	Plumbers and Steam Fitters Union
Northern Supply Co.	Retail Clerks Union
	Sheet Metal Workers Union
	Teamsters Union

APPENDIX NO. 2

COMPARISON OF NET INCOME AFTER TAXES AT EQUIVALENT GROSS INCOME

Alaska State Employee Alaska Federal Employee
Based on 1972 Return

MONTH GROSS	ANNUAL GROSS	Alaska State Employee						Alaska Federal Employee					
		Amt. Sub. to Fed. Tax	Amt. Sub. to St. Tax	Fed. Tax	State Tax	Annual N E T	Hourly N E T	Amt. Sub to Fed. Tax	Amt. Sub to St. Tax	Fed. Tax	State Tax	Annual N E T	Hourly N E T
584	7008	7008	7008	497	105	6406	3.29	5606	7008	271	105	6632	3.19
652	7824	7824	7824	634	131	7059	3.62	6259	7824	374	131	7319	3.52
814	9768	9768	9768	963	192	8613	4.42	7814	9768	634	192	8942	4.30
1015	12180	12180	12180	1376	268	10536	5.40	9744	12180	955	268	10957	5.27
1266	15192	15192	15192	2038	393	12761	6.54	12154	15192	1371	393	13428	6.45

Based on married status with two (2) dependent children, using standard deduction for allowable expenses.

Calculations from the above figures show that federal employees with monthly salaries of \$584-1266/month, receive an annual net income of 3.5-5.2% more than state employees with the same gross salary. But, when calculated to show hourly income, state employees, who work less hours per week, receive 1.4-3.1% more per hour.

Appendix No. 3

Annual Cost of Three Standards of Living for a 4-Person Family Autumn 1972

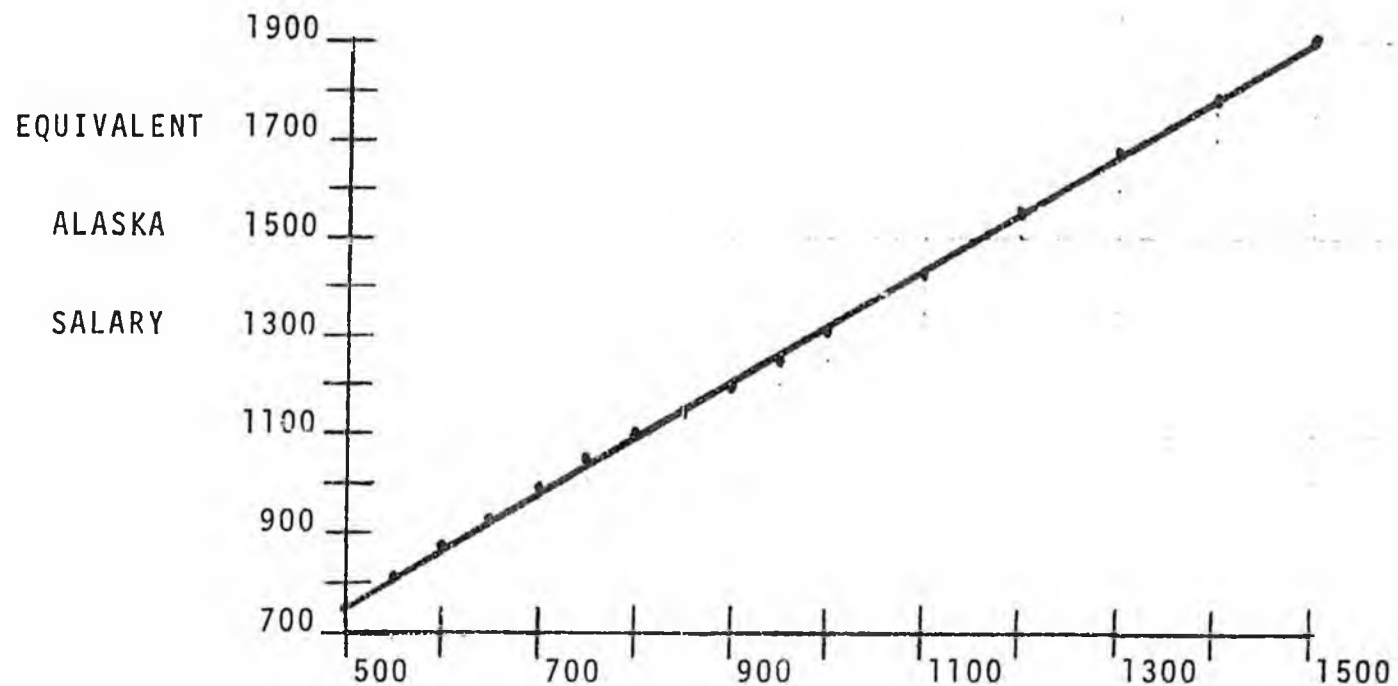
	LOWER		INTERMEDIATE		HIGHER	
	Amount	Compared to Anch*	Amount	Compared to Anch*	Amount	Compared to Anch*
Anchorage	\$11,096	100	\$15,095	100	\$20,977	100
Los Angeles	7,829	142	11,534	131	17,107	123
Seattle	7,676	145	11,405	132	16,118	130
U.S. Average	7,386	150	11,446	132	16,558	127

*Anchorage = 100

Source: U.S. Department of Labor, Bureau of Labor Statistics, USDL: 73-253, June 15, 1973

Appendix No. 4

ALASKA EQUIVALENCE SALARIES



CALIFORNIA - WASHINGTON SALARIES

Based on "Autumn 1972 Urban Family Budgets and Geographical Comparative Indexes" June 15, 1973, California, Washington, and Anchorage, Alaska data.

Introduced: 2/27/74
Referred: Finance

1 IN THE SENATE

BY THE RULES COMMITTEE BY
REQUEST OF THE GOVERNOR

2 SENATE BILL NO. 443

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 EIGHTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act making an appropriation to the Department of
7 Administration for employee pay increases and
8 benefits; and providing for an effective date."

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

10 * Section 1. The sum of \$31,387,100 is appropriated to the Department
11 of Administration for the fiscal year ending June 30, 1975 for distribution
12 for the following purposes:

13 Employee Pay Increases	\$22,029,500
14 Employee Health Insurance	2,680,800
15 Employee Travel Accident Insurance	150,000
16 Employee Life Insurance	111,600
17 Employee Per Diem Adjustment	900,000
18 Employee Overtime	2,235,000
19 Unemployment Insurance Coverage	1,594,900
20 Public Employees' Retirement System Benefits	<u>1,685,300</u>
	\$31,387,100

21
22 * Sec. 2. The appropriation made by sec. 1 of this Act is from the
23 following sources:

24 General Fund	\$25,109,700
25 International Airport Revenue Fund	932,900
26 Fish and Game Fund	250,000
27 Highway Working Capital Fund	685,100
28 Teachers' Retirement System Fund	24,500
29 Public Employee's Retirement System Fund	24,500

1	Agricultural Revolving Loan Fund	10,200
2	Veterans' Revolving Loan Fund	51,400
3	FICA Administration Fund Reserve Account	6,600
4	Special Surplus Property Revolving Fund	
5	Reserve Account	22,700
6	Second Injury Fund Reserve Account	7,900
7	Sick and Disabled Fishermen's Fund Reserve	
8	Account	5,900
9	Donated Commodities Handling Fee Reserve	
10	Account	7,400
11	Federal Program Receipts	<u>4,248,300</u>
12		\$31,387,100

13 * Sec. 3. This Act takes effect July 1, 1974.

February 27, 1974

The Honorable Terry Miller
President of the Senate
Alaska State Legislature
Juneau, Alaska 99801

Dear Mr. President:

Pursuant to the Uniform Rules of the Legislature, I am transmitting a bill making an appropriation for the fiscal year ending June 30, 1975, to cover the cost of employees' pay increase and benefits. The appropriation reflects the increased pay and benefits set out in the recently concluded contract with the Alaska Public Employees Association and also includes amounts sufficient to cover payments and benefits to all state employees as provided in the other bills I am presenting to you today. Upon completion of the negotiations with the labor and trades crafts bargaining unit the amounts in this legislation may well have to be adjusted to reflect the terms of that settlement.

Sincerely,

William A. Egan
Governor

ALASKA STATE LEGISLATURE

EIGHTH. Legislature SECOND Session

SENATE BILL..... NO. 448..

By THE RULES COMMITTEE BY.....
REQUEST OF THE GOVERNOR

"An Act making an appropriation to the Department of Administration for employee pay increases and benefits; and providing for an effective date."

approp. pay increases

Introduced in the Senate 2/27, 19 74

HISTORY IN THE SENATE

19 74

Read first time and referred to Committee on

2 27 Finance

Reported back with recommendation that

Read second time and

Read third time and

PASS : Yeas
Nays
Absent
Excused

Effective Date

PASS : Yeas
Nays
Absent
Excused

Reported correctly engrossed
Signed by President
Sent to House

SECRETARY OF THE SENATE

HISTORY IN THE HOUSE

19

Read first time and referred to Committee on

Reported back with recommendation that

Read second time and

Read third time and

PASS : Yeas
Nays
Absent
Excused

Effective Date

PASS : Yeas
Nays
Absent
Excused

Reported correctly engrossed
Signed by Speaker
Returned to Senate

CHIEF CLERK OF THE HOUSE

HISTORY IN THE SENATE

19

Received from House

Reported correctly enrolled

Sent to Governor

..... By Governor

Filed with Lt. Governor

Chapter No.