

ALASKA LEGISLATURE

1261

HOUSE and SENATE FINANCE COMMITTEE FILES, 1995-1996

Current Contract Settlement Includes:

- No increase in wage or salary rates in FY95.
- Wage and salary increase of 2.5% on July 1, 1995.
- Health insurance benefits determined by the Commissioner of Administration pursuant to AS 39.30.090.
- The workweek remains at 37.5 hours. Overtime in accord with the FLSA.
- Contract effective July 1, 1994 through June 30, 1996.

Duration of the Current Agreement: Current agreement will expire June 30, 1996.

STATE OF ALASKA BARGAINING UNITS

LABOR TRADES AND CRAFTS UNIT (LTC)

Description: Classified, nonsupervisory, skilled trades employees of the Executive Branch. A statewide unit.

Size: 1379 PFT employees as of 12/31/95.
1652 Total employees

Exclusive Representative: Public Employees Local 71
Business Manager - Don Valesko.

Affiliation: AFL-CIO, Laborers International Union of North America.

Established: By the Labor Relations Agency in 1973.

First Agreement Effective: January 1, 1974.

Current Agreement Expires: June 30, 1996.

Average Monthly Salary (as of 12/31/95): \$3,536

Average Yearly Salary (as of 12/31/95): \$42,437

Total Overtime for BU (for year ended 12/31/95): \$6,895,104.63

Average Monthly Employer Benefits (as of 12/31/95): \$1,240

Average Yearly Employer Benefits (as of 12/31/95): \$14,885

Average Years of Service (as of 12/31/95): 9.95

Notes:

Size: PFT = Permanent, probationary and provisional full time employees as of 09/30/95.
Total= All employees including Seasonal, Non-Perms, and Full Time employees.

Ave. Mo. Salary: Source: Ave. Semi-monthly pay for last pay run of the Quarter. 09/30/95. Includes only Permanent, Probationary, and Provisional full time employees. Salary includes Regular compensation, Leave, Differential, Standby, Hazard and Leadman Pay. Overtime is not included in the monthly or yearly averages.

Ave. Employer Benefits: Source: Payroll calculation sheet effective 07/01/95. Includes only Health Ins, Retirement, and SBS. Workers Comp, leave cash-in, Medicare and Unemployment insurance are excluded.

Yearly OT by BU: Source: R#090392 Calendar YTD Pay types by BU as of 12/31/94. Includes total overtime pay for the calendar year for the entire bargaining unit without regard to employee status.

Major Provisions of Current Contract:

- Overtime after eight hours of work per day, rather than eight hours in pay status.
- A study must be done prior to contracting out work at any location which will result in the layoff of a permanent or probationary employee .
- The union health trust will continue. The State contributes \$524 per month for each qualified employee. Eligible employees pay \$24 per month through payroll deduction.
- Effective December 16, 1995, employees convert from annual and sick leave to personal leave. All hours of annual leave will be converted to personal leave. Fifty percent of accrued sick leave will be converted to personal leave.
- A grievance mediation procedure is established as an alternative to arbitration.
- Travel and per diem provisions are revised to more closely reflect the administrative manual.
- The probationary period is increased from four to six months duration.

Duration of Agreement: November 1, 1995 though June 30, 1996.

Tentative agreement: Union members have ratified a three-year successor agreement. The monetary terms will be submitted to the Alaska Legislature in January 1996. If approved by the legislature, the agreement will be effective July 1, 1996, through June 30, 1999.

Major Provisions of Tentative Agreement:

- Wage increase on July 1, 1996, July 1, 1997, and July 1, 1998, equal to one-half the increase in the Anchorage CPI-U for the previous year, not to exceed 1.5%. In 1998, if the cumulative Anchorage CPI-U increase since January 1, 1996, equals or exceeds 9%, the 1998 wage adjustment shall guarantee a total wage increase of 4.5% over the rates in effect on June 30, 1996.
- Monthly Health Trust contributions are established at \$524 from the employer and \$24 from each qualified employee. If a review and analysis of the plan indicates an increase in the contribution rate is required, the employer and employee will equally share the increase to a maximum of \$26 each.
- Tool allowances for qualified employees will increase by \$5 per month.
- If the legislature enacts changes to the geographic differential statute (AS39.27.020) in 1996, the state and union may resume negotiations on this subject.
- Disputes regarding the wage grade assignment of new classifications are subject to arbitration.
- Effective July 1, 1998, disputes regarding the classification of individual positions may be submitted to arbitration.
- Holidays proclaimed by the president will no longer be observed as legal holidays under the agreement.

MEMORANDUM

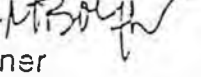
STATE OF ALASKA
Department of Administration
Office of the Commissioner

To: Annalee McConnell
Director
Office of Management and Budget
Office of the Governor

Date: October 3, 1995

File No:

Phone: 465-2200

From: Mark Boyer 
Commissioner
Department of Administration

Subject: Monetary Terms of 1996/99
LTC Agreement

The State of Alaska has concluded negotiations with Public Employees Local 71 representing employees in the Labor, Trades and Crafts Unit which will be effective July 1, 1996, through June 30, 1999. Results of the union's ratification process are expected by November 1. The following monetary terms are provided in advance of the ratification vote to assist you in budget planning. If ratified by union members, I will provide the legislature with the monetary terms as required by AS 23.40.215(b).

Monetary Terms. Monetary terms of an agreement are defined in AS 23.40.250(4) as changes that will require an appropriation for their implementation, changes that will result in a change in state revenues, or changes that will result in a change in productive work hours for state employees. These provisions apply to approximately 1,300 positions.

I. Require Appropriation.

- A. Effective July 1, 1996, the salary schedule will be adjusted by one-half the increase in the Anchorage Consumer Price Index (CPI-U) not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1996.
- B. Effective July 1, 1997, the wage schedule will be adjusted by one-half the increase in the Anchorage CPI-U not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1997.
- C. Effective July 1, 1998, the wage schedule will be adjusted by one-half the increase in the Anchorage CPI-U not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1998. However, if the cumulative increase in the Anchorage CPI-U since January 1, 1996, equals or exceeds 9%, the third year adjustment shall guarantee a total wage increase of 4.5% above the rates in effect on June 30, 1996.
- D. Effective July 1, 1996, the tool allowance for qualified employees will increase by ten dollars (\$10) per month.

- E. Effective July 1, 1997, the state's monthly contribution to the Public Employees Local 71 Health and Welfare Trust may increase by up to \$26 for each eligible employee. Any increase in state contribution will be matched by payroll deduction from employees. The rate adjustment will be based upon an actuarial analysis of health trust claims and reserves. The state can conduct its own review of the information. Disputes regarding the amount of the increase will be resolved through expedited arbitration.
- II. State Revenue. There are no provisions in the tentative agreement that would change state revenues.
- III. Productive Work Hours. There are no provisions in the tentative agreement that would change productive work hours.

Other Terms. There are other terms of the 1996 - 1999 collective bargaining agreement which will not require an appropriation but may have a budgetary impact.

- A. Employees in the bargaining unit during the pay period July 1 through July 15, 1996, shall have two days of leave added to their personal leave account.
- B. Holidays proclaimed by the president of the United States will no longer be recognized as holidays under the collective bargaining agreement.
- C. If the legislature enacts changes to AS 39.27.020 "Pay step differentials by election districts and in other states" in 1996, the parties may resume negotiations regarding the corresponding section of the collective bargaining agreement.

Conclusion. If ratified by the union membership, funding of certain monetary terms will be required. Please plan to prepare and forward to the legislature the necessary documents. Feel free to call on the staff of the Labor Relations Unit for any assistance desired.

MB/LP

cc: Sharon Barton
Director
Division of Administrative Services

Don Wanie
Director
Division of Finance

STATE OF ALASKA BARGAINING UNITS

PUBLIC SAFETY UNIT (PSEA)

Description: Classified, non supervisory, non confidential employees of the Department of Public Safety who have primary responsibility for the prevention and detection of crime and the enforcement of State laws (fish and game, penal, traffic or highway) and require certification as a police officer by the Alaska Police Standards Council. The Unit also includes employees whose trainee positions lead to such positions and court services officers in the Department of Public Safety.

Classified, non supervisory, non confidential employees of the Department of Transportation and Public Facilities who have primary responsibility for international airport safety and fire protection and require certification by the Alaska Police Standards Council.

<u>Size:</u>	323 PFT	322 Total	Public Safety employees (AA)
	78 PFT	76 Total	Airport Security Officers (AP)

Exclusive Representation: Public Safety Employees Association
Business Representative - Robert Piazza.

Affiliation: None: Renounced AFL-CIO affiliation in October, 1994

Established: By the Labor Relations Agency on January 3, 1977.

First Agreement: January 1, 1977.

Current Agreement Expires: December 31, 1995.

<u>Average Monthly Salary (as of 12/31/95):</u>	AA:	\$5,730
	AP:	\$4,367
<u>Average Yearly Salary (as of 12/31/95):</u>	AA:	\$68,766
	AP:	\$52,406
<u>Total Overtime for BU (for year ended 12/31/95):</u>	AA:	\$1,950,245.14
	AP:	\$ 599,054.21
<u>Average Monthly Employer Benefits (as of 12/31/95):</u>	AA:	\$1,689
	AP:	\$1,399
<u>Average Yearly Employer Benefits (as of 12/31/95):</u>	AA:	\$20,266
	AP:	\$16,792
<u>Average Years of Service (as of 12/31/95):</u>	AA:	11.57
	AP:	11.15

Notes:

Size: PFT = Permanent, probationary and provisional full time employees as of 12/31/95.

Total= All employees including Seasonal, Non-Perms, and Full Time employees.

Avg. Mo. Salary Source: Avg. Semi-monthly pay for last pay run of the Quarter. 12/31/95. Includes only Permanent, Probationary, and provisional full time employees. Salary includes Regular compensation, Leave, Differential, Standby, Hazard and Leadman Pay. Overtime is not included in the monthly or yearly averages.

Avg. Employer Benefits Source: Payroll calculation sheet/ effective 07/01/95. Includes only Health Ins, Retirement, and SBS. Workers Comp, leave cash-in, Medicare and Unemployment insurance are excluded.

5Yearly OT by BU Source: RH092592 Calendar YTD Pay types by BU as of 12/31/95. Includes total overtime pay for the calendar year for the entire bargaining unit without regard to employee status.

Major Provisions of Current Agreement:

- Effective July 1, 1994, the wage schedule increased by 3.6%. All members received a lump sum payment equal to difference between wages actually paid and wages had 3.6% increase been effective from January 1, 1992.
- Forty-hour workweek (including one-half hour paid lunch break).
- Effective July 1, 1994, monthly state contribution to union health trust increased to \$470 per member; members pay \$75 per month. State paid \$500,000 as lump sum to trust on July 1, 1994, and \$250,000 on July 1, 1995.
- Contracting out provisions added.
- Legal Indemnification provides for State paying costs for criminal defense if not charged or found not guilty if defense result from work related act.
- Housing rental rates increased to HUD market value.

Current Agreement: Interest arbitration resulted in a decision and award on January 4, 1994. The Senate rejected the arbitrator's award and a negotiated settlement was reached. The agreement expired December 31, 1995. These terms remain in effect pending legislative approval of the tentative agreement.

Tentative Agreement: Union members have ratified a three-year successor agreement. The monetary terms were submitted to the legislature for approval in January 1996. If approved by the legislature, the agreement will be effective through December 31, 1998.

Major Provisions of Tentative Agreement:

- The salary schedule shall increase by 1.5% effective July 1, 1996, 1997, and 1998.
- The employer's contribution to the union health insurance trust will increase to \$495 effective July 1, 1996. The employer's contribution to the union health insurance trust will increase to \$520 effective July 1, 1997.

MEMORANDUM

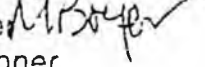
STATE OF ALASKA
Department of Administration
Office of the Commissioner

To: Annalee McConnell
Director
Office of Management and Budget
Office of the Governor

Date: January 12, 1996

File No:

Phone: 465-2200

From: Mark Boyer 
Commissioner
Department of Administration

Subject: Monetary Terms of 1996/98
Public Safety Employee
Association Agreement

The State of Alaska has concluded negotiations with the Public Safety Employees Association representing state troopers and other commissioned law enforcement personnel for an agreement effective through December 31, 1998. I will provide a report of monetary terms to the legislature as required by AS 23.40.215(b).

Monetary Terms. Monetary terms of an agreement are defined at AS 23.40.250(4) as changes which will require an appropriation for their implementation, that will result in a change in state revenues, or that will result in a change in productive work hours for state employees.

I. Require Appropriation.

- A. Effective July 1, 1996, the salary schedule will be increased by 1.5%.
- B. Effective July 1, 1996, the employer's monthly health insurance contribution will increase from \$470.00 to \$495.00 for each qualified employee.
- C. Effective July 1, 1997, the salary schedule will be increased by 1.5%.
- D. Effective July 1, 1997, the employer's monthly health insurance contribution will increase to \$520 for each qualified employee.
- E. Effective July 1, 1998, the salary schedule will be increased by 1.5%.

II. **State Revenues.** There are no provisions in the agreement which should change State revenues.

III. **Productive Work Hours.** There are no provisions in the agreement which should change productive work hours.

Conclusion. Funding of the monetary terms will be required. Please prepare and forward to the legislature the necessary documents. Please feel free to call on the staff of the Labor Relations Office for any assistance desired.

MB/dmc

cc: Sharon Barton
Director
Division of Administrative Services

Don Wanie
Director
Division of Finance

STATE OF ALASKA BARGAINING UNITS

UNLICENSED ALASKA MARINE HIGHWAY VESSEL (IBU)

Description: Exempt, nonclassified, unlicensed employees aboard the Alaska Marine Highway System.
Unit includes personnel in deck, engineer, steward and purser departments.

Size: 486 PFT employees, as of 12/31/95.
607 Total employees.

Exclusive Representation: Inlandboatmen's Union of the Pacific, Alaska Region.
Regional Director: Robert Provost, Acting

Affiliation: AFL-CIO

Established: 1962

First Agreement Effective: October 26, 1962.

Current Agreement Expires: May 31, 1996.

Average Monthly Salary (as of 12/31/95): \$3,339

Average Yearly Salary (as of 12/31/95): \$40,065

Total Overtime for BU (for year ended December 31, 1995): \$2,873,970.77

Average Monthly Employer Benefits (as of 12/31/95): \$1,100

Average Yearly Employer Benefits (as of 12/31/95): \$13,200

Average Years of Service (as of 12/31/95): 9.12

Notes:

Size: PFT = Permanent, probationary and provisional full time employees as of 12/31/95.
Total = All employees including Seasonal, Non-Perms, and Full Time employees.

Avg. Mo. Salary Source: Ave. Semi-monthly pay for last pay run of the Quarter. 12/31/95. Includes only Permanent, Probationary, and provisional full time employees. Salary includes Regular compensation, Leave, Differential, Standby, Hazard and Leadman Pay. Overtime is not included in the monthly or yearly averages.

Avg. Employer Benefits Source: Payroll calculation sheet/ effective 07/01/95. Includes only: Health Ins, Retirement, and SBS. Workers Comp, leave cash-in, Medicare and Unemployment insurance are excluded.

Yearly OT by BU Source: RH092592 Calendar YTD Pay types by BU as of 12/31/95. Includes total overtime pay for the calendar year for the entire bargaining unit without regard to employee status.

Current Contract Settlement Includes:

- No increase in salary or wages in FY 96.
- Union participates in the Employer provided health insurance plan or opts to provide a health insurance trust. Employer will contribute \$423.50 per month per eligible employee.
- Each employee shall receive a \$950.00 lump sum payment in FY 97.
- Extension of the Labor/Management Committee on Dispatch.

Duration of Current Agreement: October 10, 1994 through May 31, 1996.

Tentative Contract Settlement Includes:

- Wage increases equal to one half the increases to the Anchorage CPI capped at 1.5% on July 1, 1996, July 1, 1997 and July 1, 1998.
- Probationary period changed from 13, 84 hour assignments to 1,092 hours in work status.
- The contract is effective from June 1, 1996 through May 31, 1999.

MEMORANDUM

STATE OF ALASKA

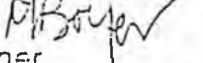
Department of Administration
Office of the Commissioner

To: Annelee McConnell
Director
Office of Management and Budget

Date: October 3, 1995

File No:

Phone: 465-2200

From: Mark Boyer 
Commissioner
Department of Administration

Subject: Monetary Terms of 1996/99
Inlandboatmen's Union of the
Pacific (IBU-P) Agreement

The State of Alaska has concluded negotiations with the Inlandboatmen's Union of the Pacific representing the unlicensed marine unit for an agreement effective June 1, 1996, through May 31, 1999. I will provide the legislature with a report of monetary terms as required by AS 23.40.215(b).

Monetary Terms. Monetary terms of an agreement are defined at AS 23.40.250(4) as changes which will require an appropriation for their implementation, that will result in a change in state revenues, or that will result in a change in productive work hours for state employees.

- I. Require Appropriation.
 - A. Effective July 1, 1996, the wage schedule will be adjusted by one-half the increase in the Anchorage Consumer Price Index (CPI-U) not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1996.
 - B. Effective July 1, 1997, the wage schedule will be adjusted by one-half the increase in the Anchorage CPI-U not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1997.
 - C. Effective July 1, 1998, the wage schedule will be adjusted by one-half the increase in the Anchorage CPI-U not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1998. However, if the cumulative increase in the Anchorage CPI-U since January 1, 1996 (CPI-U reported in February 1996, 1997, and 1998) equals or exceeds 9%, the third year adjustment shall guarantee a total wage increase of 4.5% above the rates in effect on June 30, 1996.
- II. State Revenues. There are no provisions in the agreement which should change State revenues.
- III. Productive Work Hours. There are no provisions in the agreement which should change productive work hours.

Conclusion. Funding of the monetary terms will be required. Please prepare and forward to the legislature the necessary documents, Please feel free to call on the staff of the Labor Relations Unit for any assistance desired.

MB/dmc

cc: Sharon Barton
Director
Division of Administrative Services

Don Wanie
Director
Division of Finance

STATE OF ALASKA BARGAINING UNITS

LICENSED ALASKA MARINE HIGHWAY ENGINE ROOM EMPLOYEES (MEBA)

Description: Exempt, licensed engineers responsible for mechanical and electrical functions on ferries, supervise unlicensed engine room personnel.

Size: 72 PFT employees, as of 12/31/95.
79 Total employees.

Exclusive Representation: District No. 1 -- Pacific Coast District, MEBA.
Business Agent: Mark Austin - Seattle
Business Agent: Greg O'Claray - Juneau

Affiliation: AFL-CIO

Established: 1962.

First Agreement Effective: November 30, 1962.

Current Agreement Expires: October 31, 1996.

Average Monthly Salary (as of 12/31/95): \$6,247

Average Yearly Salary (as of 12/31/95): \$74,970

Total Overtime for BU (for year ended 12/31/95): \$513,906.22

Average Monthly Employer Benefits (as of 12/31/95): \$1,192

Average Yearly Employer Benefits (as of 12/31/95): \$14,298

Average Years of Service (as of 12/31/95): 16.59

Notes:

Size: PFT = Permanent, probationary and provisional full time employees as of 12/31/95.
Total= All employees including Seasonal, Non-Perms. and Full Time employees.

Avg. Mo. Salary: Source: Ave. Semi-monthly pay for last pay run of the Quarter. 12/31/95. Includes only Permanent, Probationary, and provisional full time employees. Salary includes Regular compensation, Leave, Differential, Standby, Hazard and Leadman Pay. Overtime is not included in the monthly or yearly averages.

Avg. Employer Benefits: Source: Payroll calculation sheet/ effective 07/01/95. Includes only Health Ins, Retirement, and SBS. Workers Comp, leave cash-in, Medicare and Unemployment insurance are excluded.

Yearly OT by BU: Source: RH092592 Calendar YTD Pay types by BU as of 12/31/95. Includes total overtime pay for the calendar year for the entire bargaining unit without regard to employee status.

SUMMARY OF CHANGES
MEBA 1993 -1996 AGREEMENT

PROVISION	90 - 93 AGREEMENT	93 - 96 AGREEMENT	MARKET STANDARD
RULE 9 - Maintenance & Cure	Standard Worker's Comp provisions.	Jones Act Maintenance Rate: \$45.00 per day.	Washington State maintenance rate \$30.00 per day.
RULE 12 - Moving Expenses:	State obligated to pay employee's moving expenses at any point he or she relocates to Alaska.	State obligated to pay employee's moving expenses within one year of hire if he or she relocates to Alaska.	N/A
RULE 17 - Pay Plan	COLA increase 4/1/90 of 3.3%. COLA increase 4/1/91 of 5.51% and a COLA increase 4/1/92 of 3.5%.	COLA up to 5% effective 9/1/94. Wage reopener in the fall of 1994 with negotiated changes effective 9/1/95. Wage reopener did not result in any increases to wages.	AMHS non-resident wages slightly higher than comparable wages in the Washington State and British Columbia Ferry Systems.
RULE 27 - Health Insurance	\$-23.50 per month per employee.	Employer provided HI plan with option to go to a Union provided HI trust @ \$450.00 per month per employee	Washington State info not available, British Columbia participates in Canadian system.
RULE 30 - Standard Dress	\$300.00 per annum for each employee. \$400.00 per annum for those employees wearing dress uniforms.	\$400.00 per annum for each employee. \$600.00 per annum for those employees wearing dress uniforms.	Washington State and British Columbia Ferry Systems provide uniforms.
RULE 37 - Education	N/A	\$.35 per day per man for each engineer employed.	N/A
RULE 38 - Joint Employment committee	N/A	\$.626 per man per day for Engineers employed.	N/A
RULE 39 - Term of Agreement	April 1, 1990 - March 31, 1993	Nov. 1, 1993 - Oct. 31, 1996	
SOUTHWEST AGREEMENT - M/V TUSTEMENA	Employees remain on Southwest pay schedule (guarantee of 56 hrs per week) while the ship is in the yard.	Employees transfer to Southeast pay schedule (guarantee of 42 hours per week) while the ship is in the yard. \$100 increase in non watch pay per pay period for Chief Engineer.	N/A

SOUTHWEST
AGREEMENT -M/V
BARTLETT

Employees remain on Southwest pay schedule (guarantee of 84 hrs per week) while the ship is in the yard.

Employees transfer to Southeast pay schedule (guarantee of 42 hours per week) while the ship is in the yard.

N/A

PORT ENGINEER'S
SUPPLEMENT

1.) Wages: \$5,287.00 Monthly + Snr. Port Engineer received \$550.00 per pay period.

1.) Wages: \$5,108.74 Monthly + Snr. Port Engineer receives \$350.00 per pay period.

1.) Figures not available for other jurisdictions.

2.) COLD: \$502.00 per pay period.

2.) COLD: \$485.35 per pay period.

2.) COLD figures represent a 9% increase. Other Marine Units have a 22.5% increase.

3.) Called back from vacation: Engineer shall be paid for 2 weeks at time and a half.

3.) Called back from vacation: No overtime penalty provisions.

3.) Other Units do not have penalties for call back from vacation.

4.) Overtime: At Engineer's discretion.

4.) Overtime: Overtime for pre-approved hours only.

4.) Other units require pre-approved overtime.

5.) Holidays: 12 paid holidays.

5.) Holidays: 11 paid holidays.

5.) Other units have an average of 11 holidays.

STATE OF ALASKA BARGAINING UNITS

LICENSED DECK EMPLOYEES, ALASKA MARINE HIGHWAY SYSTEM (MM&P)

Description: Exempt, licensed deck officers responsible for navigation of vessels of the Alaska Marine Highway System.

Size: 70 PFT employees, as of 12/31/95.
69 Total employees.

Exclusive Representation: International Organization of Masters, Mates and Pilots.
Vice-President: Cpt. Steve Demeroutis - Seattle

Affiliation: AFL-CIO

Established: 1962.

First Agreement Effective: October 26, 1962.

Current Agreement Expires: May 1, 1996.

Average Monthly Salary (as of 12/31/95): \$6,157

Average Yearly Salary (as of 12/31/95): \$73,879

Total Overtime for BU (for year ended 12/31/95): \$260,830.28

Average Monthly Employer Benefits (as of 12/31/95): \$1,669

Average Yearly Employer Benefits (as of 12/31/95): \$20,034

Average Years of Service (as of 12/31/95): 16.02

Notes:

Size: PFT = Permanent, probationary and provisional full time employees as of 12/31/95.
Total All employees including Seasonal, Non-Perms, and Full Time employees.

Ave. Mo. Salary Source: Ave. Semi-monthly pay for last pay run of the Quarter. 12/31/95. Includes only Permanent, Probationary, and provisional full time employees. Salary includes Regular compensation, Leave, Differential, Standby, Hazard and Leadman Pay. Overtime is not included in the monthly or yearly averages.

Ave. Employer Benefits Source: Payroll calculation sheet/ effective 07/01/95. Includes only Health Ins, Retirement, and SBS. Workers Comp, leave cash-in, Medicare and Unemployment insurance are excluded.

Yearly OT by BU. Source: PH092592 Calendar YTD Pay types by BU as of 12/31/95. Includes total overtime pay for the calendar year for the entire bargaining unit without regard to employee status.

Current Contract Settlement Includes:

- No increase in wages or salary.
- Employees are on the Employer provided health insurance plan or the union may opt to provide a health insurance trust. If a trust is elected, the employer will contribute \$400.00 per month per eligible employee.
- Two tier wage schedule in the Southeast System was eliminated.

Duration of Agreement: April 1, 1994 - May 31, 1996

Tentative Contract Settlement Includes:

- Wage increases equal to one half the increases to the Anchorage CPI capped at 1.5% on July 1, 1996, July 1, 1997, and July 1, 1998.
- General wage increases do not apply to Cost of Living Differential payments.
- Effective July 1, 1996, Lincoln's Birthday becomes a floating holiday.
- Effective July 1, 1996, Southwest system employees shall be paid for an extra day of work in months with 31 days.
- Contract terms may be modified if either of the other two marine bargaining units (MEBA or IBU) receive additional increases in wages, benefits, or working conditions.

Duration of Agreement: June 1, 1996 - May 31, 1999.

MEMORANDUM

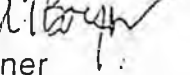
STATE OF ALASKA
Department of Administration
Office of the Commissioner

To: Annalee McConnell
Director
Office of Management and Budget
Office of the Governor

Date: October 3, 1995

File No:

Phone: 465-2200

From: Mark Boyer 
Commissioner
Department of Administration

Subject: Monetary Terms of 1996/99
Masters, Mates & Pilots
Agreement

The State of Alaska has concluded negotiations with the International Organization of Masters, Mates and Pilots, Pacific Maritime Region, representing the MMP Unit for an agreement effective June 1, 1996, through May 31, 1999. I will provide a report of monetary terms to the legislature as required by AS 23.40.215(b).

Monetary Terms. Monetary terms of an agreement are defined at AS 23.40.250(4) as changes which will require an appropriation for their implementation, that will result in a change in state revenues, or that will result in a change in productive work hours for state employees.

I. Require Appropriation.

- A. Effective July 1, 1996, the wage schedule will be adjusted by one-half the increase in the Anchorage Consumer Price Index (CPI-U) not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1996.
- B. Effective July 1, 1996, Southwest Deck Officers shall be paid for the 31st day of the month if worked.
- C. Effective July 1, 1997, the wage schedule will be adjusted by one-half the increase in the Anchorage CPI-U not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1997.
- D. Effective July 1, 1998, the wage schedule will be adjusted by one-half the increase in the Anchorage CPI-U not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1998. However, if the cumulative increase in the Anchorage CPI-U since January 1, 1996 (CPI-U reported in February 1996, 1997, and 1998) equals or exceeds 9%, the third year adjustment shall guarantee a total wage increase of 4.5% above the rates in effect on June 30, 1996.

II. State Revenues. There are no provisions in the agreement which should change State revenues.

III. Productive Work Hours. There are no provisions in the agreement which should change productive work hours.

Other Terms. There are other terms of the tentative agreement which will not require an appropriation but may have a budgetary impact.

- Effective July 1, 1996, Lincoln's birthday shall be treated as a floating rather than a regular holiday. On that day, members eligible for a holiday shall have one day of leave credited to their accounts.

Conclusion. Funding of the monetary terms will be required. Please prepare and forward to the legislature the necessary documents. Please feel free to call on the staff of the Labor Relations Unit for any assistance desired.

MB/dmc

cc: Sharon Barton
Director
Division of Administrative Services

Don Wania
Director
Division of Finance

STATE OF ALASKA BARGAINING UNITS

CORRESPONDENCE SCHOOL BARGAINING UNIT (ACSEA)

Description: Exempt, non supervisory, certified teachers working in the Department of Education, who under AS 14.07.020(9) provide accredited elementary and secondary statewide correspondence school program.

Size: 24 PFT employees, as of 12/31/95.
24 Total employees.

Exclusive Representation: Alyeska Central School Education Association
President: - Jeanne Foy

Affiliation: National Education Association - Alaska (NEA)

Established: By the Labor Relations Agency on December 19, 1980.

First Agreement Effective: July 1982.

Current Agreement Expires: June 30, 1996; New agreement reached for July 1, 1996 - June 30, 1999

Average Monthly Salary (as of 12/31/95): \$4,522

Average Yearly Salary (as of 09/30/95): \$54,258

Total Overtime for BU (for year ended December 31, 1995): \$0.00

Average Monthly Employer Benefits(as of 12/31/95): \$1,245

Average Yearly Employer Benefits (as of 12/31/95): \$14,940

Average Years of Service (as of 12/31/95): 9.46

Notes:

Size: PFT = Permanent, probationary and provisional full time employees as of 12/31/95.
Total= All employees including Seasonal, Non-Perms, and Full Time employees.

Avg. Mo. Salary: Source: Ave. Semi-monthly pay for last pay run of the Quarter. 12/31/95 Includes only Permanent, Probationary, and provisional full time employees. Salary includes Regular compensation, Leave, Differential, Standby, Hazard and Leadman Pay. Overtime is not included in the monthly or yearly averages.

Avg. Employer Benefits: Source: Payroll calculation sheet/ effective 7/1/95. Includes only Health Ins, Retirement, and SBS. Workers Comp, leave cash-in, Medicare and Unemployment insurance are excluded.

Yearly OT by BU: Source: RH092592 Calendar YTD Pay types by BU as of 12/31/95. Includes total overtime pay for the calendar year for the entire bargaining unit without regard to employee status.

SUMMARY OF CHANGES
ACSEA AGREEMENT
July 1, 1996 - June 30, 1999

PROVISION	93 - 96	96 - 99	MARKET STANDARD
Wages	FY95: salary grid units revised, some increases 2.5% COLA on 1-1-95	One half the CPI capped at 1.5% each year of the contract	Teacher contracts
Holidays	11 holidays: dropped Lincoln's Birthday in FY95	11 holidays	Average all states: 11
Health Insurance	\$423.50	Commissioner's Plan with \$423.50 premium contribution or \$423.50 to go to a Union provided trust. If premium costs increase, employee and state will split costs up to a total of \$50.00.	Varies from Unit to unit, but consistent with the overall direction of Health Insurance Benefits
Leave	...Capped accrual rate ...increase at 5 years ...Reduced 1/8 day per employee per month effective 5-1-93	Dropped leave accrual cap, and reduced overall leave accrual at the upper tiers.	Leave accrual rates below that for other units on annual/sick leave.

MEMORANDUM

STATE OF ALASKA
Department of Administration
Office of the Commissioner

To: Annalee McConnell
Director
Office of Management and Budget

Date: December 20, 1995

File No: ACSEA contract negotiations
Phone: 465-2200

From: Mark Boyer *M. Boyer*
Commissioner
Department of Administration

Subject: Monetary Terms of the
1996/99 Alyeska
Correspondence School
Education Association
(ACSEA)

The State of Alaska has concluded negotiations with the Alyeska Correspondence School Education Association representing the teachers at the Department of Education's Alyeska Correspondence School, for an agreement effective July 1, 1996, through June 30, 1999. I will provide the legislature with a report of monetary terms as required by AS 23.40.215(b).

Monetary Terms. Monetary terms of an agreement are defined at AS 23.40.250(4) as changes which will require an appropriation for their implementation, that will result in a change in state revenues, or that will result in a change in productive work hours for state employees.

- I. Require Appropriation.
 - A. Effective July 1, 1996, the wage schedule will be adjusted by one-half the increase in the Anchorage Consumer Price Index (CPI-U) not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1996.
 - B. Effective July 1, 1997, the wage schedule will be adjusted by one-half the increase in the Anchorage CPI-U not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1997.
 - C. Effective July 1, 1998, the wage schedule will be adjusted by one-half the increase in the Anchorage CPI-U not to exceed 1.5%. The Bureau of Labor Statistics will release the information in February 1998.
- II. State Revenues. There are no provisions in the agreement which should change State revenues.
- III. Productive Work Hours. A Leave accrual cap was eliminated, allowing all bargaining unit members to accrue annual leave at the 10+ year level. In exchange, the overall accrual levels were decreased in the following manner:

Years of Service	Old Accrual (Hrs. Per Month)	New Accrual (Hrs. Per Month)
5 - 10 yrs	14.0625	13.75
10 +	17.8125	16.25

Conclusion. Funding of the monetary terms will be required. Please prepare and forward to the legislature the necessary documents, Please feel free to call on the staff of the Labor Relations Unit for any assistance desired.

MB/mad

cc: Sharon Barton
Director
Division of Administrative Services

Don Wanie
Director
Division of Finance

STATE OF ALASKA BARGAINING UNITS

MOUNT EDGECUMBE TEACHERS (TEAME)

Description: Exempt, nonsupervisory, certified teachers in the Department of Education, employed at Mount Edgecumbe School.

Size: 17 PFT employees, as of 12/31/95.
17 Total employees.

Exclusive Representation: Teachers' Association of Mount Edgecumbe (TEAME)
President - Ray Stein

Affiliation: National Education Association - Alaska (NEA).

Established: By certification by TEAME under AS 14.20.560 on August 24, 1988.

First Agreement Effective: July 1, 1988.

Current Agreement Expires: June 30, 1997.

Average Monthly Salary (as of 12/31/95): \$4,311

Average Yearly Salary (as of 12/31/95): \$51,730

Total Overtime by BU (for year ended 12/31/95): \$0.00

Average Monthly Employer Benefits (as of 12/31/95): \$1,207

Average Yearly Employer Benefits (as of 12/31/95): \$14,481

Average Years of Service (as of 12/31/95): 7.33

Notes:

Size: PFT = Permanent, probationary and provisional full time employees as of 12/31/95.
Total= All employees including Seasonal, Non-Perms, and Full Time employees.

Avg. Mo. Salary Source: Ave. Semi-monthly pay for last pay run of the Quarter, 12/31/95. Includes only Permanent, Probationary, and provisional full time employees. Salary includes Regular compensation, Leave, Differential, Standby, Hazard and Leadman Pay. Overtime is not included in the monthly or yearly averages.

Avg. Employer Benefits Source: Payroll calculation sheet effective 07/01/95. Includes only Health Ins, Retirement, and SRS. Workers Comp, leave cash-in, Medicare and Unemployment insurance are excluded.

Yearly OT by BU Source: RH092592 Calendar YTD Pay types by BU as of 12/31/95. Includes total overtime pay for the calendar year for the entire bargaining unit without regard to employee status.

Current Contract Settlement:

- Salary increase of 1.6% for the first year of the contract. Teachers accepted a lower pay increase in 1990 in order to fund supervision of certain after-school and weekend activities for students. 1.6% was inserted to the salary schedule July 1, 1994 through June 30, 1995.
- Effective July 1, 1995 the salary schedule in effect on June 30, 1995 shall increase by 2%.
- Effective July 1, 1996 the salary schedule in effect on June 30, 1996 shall increase by 3%.
- Health insurance are determined by the Employer. The Employer will pay the total premium for health insurance at the level of coverage in effect on June 30, 1993 until such time as changes are made in the level of benefits for the Employer Sponsored Health Insurance Plan.

Duration of Current Agreement: Three years (July 1, 1994, to June 30, 1997)

STATE OF ALASKA BARGAINING UNITS

ALASKA VOCATIONAL TECHNICAL CENTER TEACHERS (AVTEC)

Description: Exempt, non supervisory, teachers in the Department of Education, employed by the Alaska Vocational Technical Center.

Size: 31 PFT employees, as of 12/31/95.
31 Total employees.

Exclusive Representation: Alaska Vocational Technical Teachers Association (AVTECA)
President - Jim Herlbert

Affiliation: National Education Association - Alaska (NEA). NEA has an advisory role.

Established: By mutual recognition of AVTECA under AS 23.40 (PERA) on September 19, 1991.

First Agreement Effective: Under PERA, July 1, 1993.

Current Agreement Expires: June 30, 1996

Average Monthly Salary (as of 12/31/95): \$4,233

Average Yearly Salary (as of 12/31/95): \$50,800

Note: Employees normally work 10 1/2 months in each calendar year.

Total Overtime for BU (for year ended December 31, 1995): \$0.0

Average Monthly Employer Benefits (as of 12/31/95): \$1,193

Average Yearly Employer Benefits (as of 12/31/95): \$14,313

Average Years of Service (as of 12/31/95): 9.31

Notes:

Size: PFT = Permanent, probationary and provisional full time employees as of 12/31/95.
Total = All employees including Seasonal, Non-Perms, and Full Time employees.

Ave. Mo. Salary: Source: Ave. Semi-monthly pay for last pay run of the Quarter, 12/31/95. Includes only Permanent, Probationary, and provisional full time employees. Salary includes Regular compensation, Leave, Differential, Standby, Hazard and Leadman Pay. Overtime is not included in the monthly or yearly averages.

Avg. Employer Benefits: Source: Payroll calculation sheet/ effective 07/01/95. Includes only Health Ins. Retirement, and SBS. Workers Comp, leave cash-in, Medicare and Unemployment insurance are excluded.

Yearly OT by BU: Source: RH092592 Calendar YTD Pay types by BU as of 12/31/95. Includes total overtime pay for the calendar year for the entire bargaining unit without regard to employee status.

AVTECTA AGREEMENT
JULY 1993-JUNE 1996

Management Goals:

- * Increase management flexibility to respond effectively to the changing economic conditions of the State while maximizing the quality of government services to the public.
 1. Management Rights - Added management rights clause to contract.
 2. Layoff - Clarified layoff procedure specific to facility.
 3. Sabbaticals - Added, at employer discretion, after seven years continuous service.
- * Improve productivity, accountability, consistency, and efficiency of State government operations.
 1. Leave - FY95 annual leave cashed out and eliminated.
 2. Dispute Resolution - Added complaint procedure for disputes other than interpretation of contract.
- * Realign the cost of personal services, moderating the State's relative position as a provider of wages and benefits so as to reflect the current and foreseeable economic environment.
 1. Education based Wage Rates - FY95 additional credits must be job-related.
 2. Wages - FY94 and FY95 no COLA. FY95 schedule changes result in some increases. FY96 COLA up to 2%. Eliminated automatic 3% longevity increments.
 3. Health Insurance - FY94-95 on employer sponsored plan. FY96 may convert to trust at \$450.

STATE OF ALASKA

DEPARTMENT OF ADMINISTRATION

**DIVISION OF PERSONNEL AND
OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY**

1994

SALARY SURVEY REPORT



STATE OF ALASKA
SALARY SURVEY REPORT

Division of Personnel/Office of EEO
Department of Administration

Part I prepared July, 1994 by:

Kevin Ritchie Director
Kate Larsen Personnel Manager
Tony Haffner Personnel Specialist
Joann Eakin Personnel Specialist
Carl Swanson Personnel Specialist
Beth Crie Personnel Specialist

Part II prepared February, 1995 by:

Michael P. McMullen Acting Director
Michael G. McKennett Personnel Manager

PREFACE

The 1994 Salary Survey Report has been drafted in compliance with AS 39.27.030 which requires that the director of the Division of Personnel conduct an annual salary survey and make recommendations in pay ranges to applied to all classes of positions in the state's partially exempt and classified service.

This report is broken into two distinct parts, each addressing one of the two components of the salary survey required by state law. Part I reflects the competitive position of state salary levels when compared to other public and private sector employers. Part II reflects the cost of living in various election districts of the state by using the cost of living in Seattle, Washington as a base.

Questions and comments regarding this report should be directed to:

Director
Division of Personnel/Office of Equal Employment Opportunity
Department of Administration
P.O. Box 110201
Juneau, Alaska 99811-0201

Telephone: (907) 465-4430
Fax: (907) 465-2576
TDD: (907) 465-2461

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Copies of this document are also maintained on file in the State Documents Libraries in various locations throughout the state. For information on how to access these libraries contact: Voice Phone (907) 465-2927; TTY (907) 465-3970.

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STATE OF ALASKA 1994 SALARY AND BENEFITS SURVEY

AS 39.27.035 requires the director to prepare an annual pay schedule setting out the base pay for all classes of positions in the state's partially exempt and classified service, taking into account the statistics and reasonable internal pay relationships. This practice has been superseded by the collective bargaining process for the vast majority of state employees. Therefore, as the resources of the division were reduced the annual salary survey was discontinued in favor of other higher priority statutorily and contractually required services. In fiscal year 1994 the Alaska State Employees Association obtained a court's direction to the state to re-institute the annual salary survey in consultation with the unions.

This report presents the results of the study of the competitive position of the state by the Division of Personnel and Office of Equal Employment Opportunity in accordance with the provisions of Alaska Statute Section 39.27.030.

Purpose of Study: The primary purpose of this portion of the state salary survey is to compare the wages of state employees with those in competing labor markets. State of Alaska wages for selected occupations were compared with those in the Alaska public and private sectors, Alaska federal government, and with state governments in Washington, Oregon, and California. A survey of employer provided benefits in the same survey areas is also included to provide a broader picture of each employer's compensation package.

SALARY SURVEY METHODOLOGY

Job Classes:

The following forty-eight benchmark job classes were selected in consultation with representatives of the Alaska State Employees Association, AFSCME Local 52, representing the General Government Bargaining Unit (GGU); the Alaska Public Employees Association, representing the Supervisory Bargaining Unit (SU); the Confidential Employees Association, representing the Confidential Bargaining Unit (CU); the Public Safety Employees Association, representing the Public Safety Bargaining Unit (PSU); and Public Employees Local #71, AFL-CIO, representing the Labor, Trades, and Crafts Bargaining Unit (LTC). The job classes represent a cross section of occupations and ranges. Brief descriptions of the jobs are provided in the appendix.

Accountant II	Fish & Wildlife Tech II
Accountant IV	Laboratory Technician II
Accounting Technician II	Laborer
Accounting Clerk II	Legal Secretary I
Adult Probation Officer II	Licensed Practical Nurse
Administrative Clerk II	Loan/Collection Officer I
Administrative Assistant I	Management Analyst III
Aircraft Mechanic	Mechanic
Analyst/Programmer III	Medical Records Assistant

Attorney IV
Cook I
Correctional Officer II
Data Processing Technician II
Data Processing Manager I
Drafting Technician II
Electrician
Eligibility Technician II
Employment Security Spec I-B
Engineer I
Environmental Specialist III
Equipment Operator V
Fish & Wildlife Enforcement Officer
Fisheries Biologist II
Forest Technician III

Motor Vehicle Representative III
Natural Resources Officer II
Natural Resources Manager II
Nurse II
Physical Therapist
Plumber
Psychiatric Nurse Assistant III
Radio Dispatcher II
Secretary I
Sergeant, Public Safety
Social Worker III
Stockhandler
State Trooper
Wildlife Biologist III
Youth Counselor II

Survey Sample:

The survey sample consists of data from the states of Oregon, Washington, and California (these states constitute Alaska's prime recruitment area); public and private employers in Juneau and Anchorage; and the U. S. Government.

The Alaska survey sample was limited to Juneau and Anchorage to obtain base salaries and eliminate the issue of pay for cost of living in other areas. Not only are Juneau and Anchorage base pay areas, but are where approximately 64% of the state work force is located, so it is also the primary market area.

The cost of living in the various election districts in Alaska is addressed by statute and collective bargaining. It is addressed as required by AS 39.27.030 in Part II of this report.

Public agencies surveyed include the City and Borough of Juneau, the Municipality of Anchorage, the University of Alaska, and the Juneau and Anchorage School Districts. The public data also includes the prevailing wage rates for labor, trades, and crafts jobs which are covered by AS 36.05.010, Department of Labor pay rates for public construction projects. This data is averaged with other public data in the final pay comparisons.

Federal data was obtained from the Office of Personnel Management in Anchorage. Most federal workers in Alaska receive a 25% tax-free cost of living adjustment (COLA). The reported salaries include this adjustment or other special rates, if applicable (i.e. engineers have a special schedule). No attempt was made to adjust for the "tax-free" nature of the COLA, as tax rates vary by overall gross adjusted income which is affected by deductions, family compositions, etc. The rates reported are actual salaries.

As available, private employer data was obtained from the State of Alaska Department of Labor (DOL). The strength of this survey is in its size. The DOL wage rate survey covers a large

sector of private employers: 154 occupations, 1516 employers, and 28,556 employees statewide. To maintain sample consistency, the data used for our survey selected data for the Juneau and Anchorage areas only. As with most surveys, responses are voluntary, and although efforts are made to obtain wage information from employers, some choose not to respond. Because salaries are competitive, employers are reluctant to provide information, even though confidentiality is assured. The Department of Labor survey reported a return rate of 59%.

If the Department of Labor did not survey a benchmark job, we gathered the data by sending a survey to the Juneau and Anchorage employers from the Department of Labor's "100 largest employer" list who were likely to have job matches. Survey forms followed the same format used by the Department of Labor. A description of each job was provided and the firm was asked to match these jobs with theirs and to provide the hourly rates and the number of hours worked per week of all current employees in the job class.

Surveys were sent to sixty-three employers on March 11, 1994. If a response was not received by April 8, telephone followup was conducted to encourage reply. Responses were received from thirty-four of these employers during the months of April and May, 1994. This is a return rate of 54%. A list is provided in the appendix.

We appreciate the cooperation of the firms and agencies who participated and the time they spent to gather and provide us with extensive pay and benefit information.

Compilation of Salary Data:

Hourly rates and number of hours worked per week were requested in the survey. Where monthly or other rates were provided, they were converted to hourly rates. Employers were asked to provide the actual pay rates of actual employees. The total data was used to calculate the mean and median, so each employee counted equally. All private data was averaged together as a group. Likewise, all Alaska public data was averaged as a group. Federal and other states were reported separately.

For private employers, the interquartile range of salaries was used for the minimum and maximum. Private industry tends to have a much wider variance of pay than public agencies and the interquartile range is a standard statistical method which is used to eliminate the statistically unsound influence of extremely high or extremely low salaries. The interquartile eliminates the lowest and highest quarter (25%) and uses the middle range of the data. The Department of Labor also uses this standard methodology. In their Wage Rates publication it is called the "middle range."

Cost of living differentials were added to Oregon (+15%) and Washington (+6%) salaries to equate them to Anchorage salaries. California's cost of living is equivalent to Anchorage, so no adjustment was needed. The adjustment was calculated by averaging the Runzheimer International, Inc. and American Chamber of Commerce Researchers Association (ACCRA) comparative cost of living survey data for Seattle and Olympia, Washington; Portland and Salem, Oregon; and Los Angeles and Sacramento, California. The Department of Labor considers Runzheimer and ACCRA to be the best available sources for cost of living indices at

this time. Their data differs somewhat and each has their strengths and weaknesses, so rather than choosing one over the other, an average of both was used. Additional information about these surveys can be found in DOL's Economic Trends publication. Geographic differentials were not assigned for comparisons in Alaska.

Table I which is provided in this report lists the number of employees, minimum, maximum, mean, and median or midpoint by job class for private, public, federal, and the other states. Mean and median were calculated from the actual employee pay rates. This information was not provided by Oregon, so a midpoint was calculated from the average of the minimum and maximum for that state.

Table II, the summary comparisons of the combined survey sample averages the rates for private, public, federal, and the average of other states (shown as C-O-W) to derive one rate which is then compared to the average State of Alaska pay for each bargaining unit. A ratio comparison is calculated by dividing the state average by the survey average. Ratios greater than 1.00 indicate that the state pays more than the survey average.

Benefits Survey Methodology:

Table III of benefits that follows indicates the responses to survey forms that were sent to the same employers who were surveyed for salary information.

The responses for the Federal Government, and for the States of Washington, Oregon and California are reported directly. The responses for the Alaska public (Juneau and Anchorage municipalities, school districts, and the University of Alaska) and Alaska private employers are reported as a mean where amounts are required (in terms of money, percentages, number of days, etc.). Where Yes/No answers or codes are required, these are reported as actual responses. If no response was given to a specific question, it was not included in calculation of the mean.

Information was requested for the majority of employees. Where information on different systems or benefits was given, the information used in this survey reflects the majority of employees.

More detailed information is given on State of Alaska benefits to aid comparison. The State of Alaska information is presented by bargaining unit in Table IV.

As with any benefits survey, comparison of results must be tempered by the fact that the benefits systems used by each respondent differ. For example, most Alaska public employers offer PERS retirement benefits, while private employers in Alaska each have different systems, some being defined contributions, others defined benefit. Thus, there is no simple way to indicate any details of retirement plans where, for example, employees have the option of paying variable amounts into the retirement system, or to show differences between different types of defined contribution plans.

FINDINGS

SALARY SCHEDULE

There are two important considerations under Alaska Statutes when making salary setting decisions: **external comparison** and **internal consistency**.

The surveying of salaries paid by other states and other Alaskan employers provides an **external comparison** to State of Alaska salaries.

Internal consistency is at the heart of the State of Alaska's constitutionally mandated merit system of employment. Alaska statutes require the Personnel Rules to provide for the director of personnel to prepare a pay plan that ". . . shall provide for fair and reasonable compensation for services rendered, and reflect the principle of like pay for like work." For example, it is not consistent with the statute for employees with substantially the same duties to be paid under substantially different pay schedules.

External Comparison

The data from the 1994 Salary Survey indicates that state employees in the benchmark positions, on the average, have higher wages than comparable positions in the other employers surveyed. However, these results must be considered in light of the accuracy and reliability of the data.

First, only 48 of approximately 1000 job classes were surveyed. The number of job classes surveyed is necessarily small due to: limits on Division of Personnel/OEEO resources; ensuring that the survey is not too cumbersome for responding employers; and the difficulty of matching state job duties to job duties in the private and public (not including the State of Alaska) sectors to create valid job comparisons.

Second, there is a relatively wide variation in comparisons of hourly pay between specific jobs. For example, the average for the General Government Unit Employees, which represents the largest surveyed group with positions in 37 of the 48 benchmark job classes, is 8% higher than the average of the other employers surveyed. However, within the GGU benchmark job classes, individual comparisons range from 18% less to 40% more than the average of the other employers surveyed.

In conclusion, the relatively small number of job classes surveyed and the relatively wide variation in the comparison of specific jobs significantly limits the reliability of specific "market comparison" conclusions from the salary survey. In general, the survey indicates that state employees are adequately compensated and may be ahead of the market for most job classes.

Internal Comparison

On the other hand, internal comparison within state government is extremely precise because, for the most part, the same pay scales and job classifications are used making comparisons very accurate.

The various bargaining units have received approximately 3.6% increases above the non-represented employees paid under the statutory pay scale. Also, the bargaining units have received or been offered at least an additional 2.5% increase as of July 1, 1995. The total pay gap between the non-represented and represented employees will be at least 6.2% (which is the compounded total of the two pay increases) as of July 1, 1995.

RECOMMENDATION

Prior to collective bargaining, the salary survey process was the means for making pay and benefit recommendations for most state employees. Since the salary survey statute was adopted, collective bargaining under the Public Employment Relations Act (PERA) has superseded this process for the vast majority of state employees. This statutory pay scale now only affects state employees in the classified and partially exempt services that are not represented by collective bargaining representatives.

The Personnel Board finds that while it appears that state employees are generally adequately compensated and may be ahead of the market for most job classes, the non represented employees have not received reasonable cost of living increases received by and/or offered to the represented employees. The State Personnel Act requires that the statutory pay plan "reflect the principle of like pay for like work" (AS 39.25.150(2)(B)). The law further requires that the annual pay schedule be developed "taking into account the statistics and reasonable internal pay relationships" (AS 39.27.035). A pay gap of at least 6.2% between represented and non represented employees constitutes an unreasonable inequity based on the merit principle of like pay for like work. Therefore, it is recommended that the statutory pay scale be increased by 6.2% as of July 1, 1995.

TABLE I
SALARY DATA BY JOB CLASS

KEY

- AK Private** - Alaska private employers in the Juneau and Anchorage areas
- AK Public** - Alaska public employers in the Juneau and Anchorage areas (City and Borough of Juneau, Municipality of Anchorage, University of Alaska, Juneau and Anchorage School districts)
- AK Federal** - Federal Employees in Alaska
- CA State** - California State employees
- OR State** - Oregon State employees
- WA State** - Washington State employees
- AK State AS 39** - Alaska State employees not represented by a collective bargaining unit and paid statutory rates set by the legislature in Alaska Statute 39.27 (approximately 400 employees)
- AK State GGU-1** - Alaska State employees in the General Government Bargaining Unit classified as "Class 1" employees (do not have the right to strike) (approximately 1420 employees)
- GGU-2** - Alaska State employees in the General Government Bargaining Unit classified as "Class 2 or 3" employees (do have the right to strike) (approximately 6200 employees)
- GC** - Alaska State employees in the General Government Bargaining Unit paid on the Correctional Officers salary schedule (do not have the right to strike) (approximately 730 employees)
- GY** - Alaska State employees in the General Government Bargaining Unit paid on the 40-hour salary schedule (do not have the right to strike) (approximately 150 employees)
- AK State CU** - Alaska State employees in the Confidential Bargaining Unit (approximately 150 employees)
- AK State SU** - Alaska State employees in the Supervisory Bargaining Unit (approximately 1030 employees)
- AK State PSU** - Alaska State employees in the Public Safety Bargaining Unit (approximately 410 employees)
- AK State LTC** - Alaska State employees in the Labor, Trades and Crafts Bargaining Unit (approximately 1590 employees)
- AK Title 36** - Employees of contractors and subcontractors working on public construction projects and paid under the Little Davis-Bacon rates set under AS 36.05

Accounting Clerk II P1202-09	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	10.00	15.00	11.55	12.57	558
AK Public	9.68	18.92	13.03	13.18	76
AK Federal	11.02	14.33	12.12	na	na
CA State	10.23	12.44	na	11.49	709
OR State**	9.08	13.55	11.32	na	127
WA State**	9.44	11.90	11.90	11.34	355
AK State AS 39	11.61	15.62	na	na	na
AK State GGU-1 GGU-2	12.08 11.97	15.88 15.72	13.09	13.35	56
AK State CU	12.03	15.80	13.16	12.93	3

Accountant II P1205-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	16.12	27.83	22.06	21.93	180
AK Public	16.43	26.64	19.96	20.60	22
AK Federal	20.21	26.29	22.23	na	na
CA State	16.78	20.18	na	17.87	391
OR State**	14.37	22.71	18.54	na	86
WA State**	12.47	15.82	15.82	15.15	286
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.86 18.69	25.81 25.57	20.77	21.07	23
AK State SU	18.87	25.74	20.21	20.21	1

Accountant IV P1207-20	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	17.93	38.74	24.92	29.57	80
AK Public	23.88	30.83	27.59	27.28	7
AK Federal	24.22	44.24	32.64	na	14
CA State	20.18	24.34	na	22.13	233
OR State**	na	na	na	na	na
WA State**	15.43	19.74	19.74	19.46	43
AK State AS 39	23.91	32.84	na	na	na
AK State GGU-1 GGU-2	24.87 24.65	33.74 33.44	29.21	28.66	5
AK State CU	24.82	33.59	29.40	28.65	11

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 ** WA and OR adjusted for cost of living
 ***Public contract rates per Title 36, Chapter 05

Accounting Tech II P1211-14	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	13.25	18.30	16.12	15.65	94
AK Public	11.97	19.48	14.19	15.10	24
AK Federal	13.65	17.75	15.02	na	58
CA State	11.42	13.88	na	12.86	790
OR State**	10.04	15.57	12.81	na	296
WA State**	17.46	22.34	22.34	21.62	5
AK State AS 39	15.78	21.80	na	na	na
AK State GGU-1 GGU-2	16.42 16.28	22.51 22.31	18.14	18.58	54
AK State CU	16.35	22.42	18.14	18.14	1

Adult Probation Officer II P4343-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	18.48	26.00	na	26.69	211
OR State**	15.27	23.84	19.56	na	213
WA State**	14.01	17.89	16.21	16.29	260
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.86 18.69	25.81 25.57	21.72	21.69	37

Administrative Clerk II P1134-08	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	8.80	11.80	8.80	10.58	170
AK Public	9.97	17.87	11.66	11.99	82
AK Federal	9.85	12.95	10.84	na	230
CA State	9.86	11.98	na	10.98	na
OR State**	8.98	12.93	10.96	na	1981
WA State**	9.24	11.63	10.12	10.15	682
AK State GGU-1 GGU-2	11.38 11.28	14.90 14.76	12.34	12.45	494
AK State CU	11.34	14.84	12.03	12.39	10
AK State AS 39	10.94	14.71	14.16	14.16	2

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 ** WA and OR adjusted for cost of living
 ***Public contract rates per Title 36, Chapter 05

Administrative Assistant I P1912-12	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	10.83	11.91	10.83	12.23	171
AK Public	10.60	27.18	15.60	16.64	200
AK Federal	na	na	na	na	na
CA State	12.31	19.21	na	16.25	1511
OR State**	10.22	11.57	12.90	na	2197
WA State**	10.37	13.06	13.06	12.66	177
AK State GGU-1 GGU-2	14.46 14.33	19.56 19.40	15.72	16.14	83
AK State SU	14.50	19.58	17.00	17.51	8
AK State AS 39	13.90	18.90	14.80	15.21	3

Aircraft Mechanic P9563-53	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.95	21.11	17.50	18.02	258
AK Public	na	na	na	na	na
AK Federal	20.66	24.10	21.52		16
CA State	16.33	17.93	na	17.07	1
OR State**	na	na	na	na	na
WA State**	17.01	19.74	18.38	18.38	2
AK State AS 39	na	na	na	na	na
AK State LTC	17.74	22.56	21.90	21.78	5

Analyst/Programmer III P1623-17	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	16.74	25.97	25.30	21.97	89
AK Public	18.09	29.37	25.25	24.34	9
AK Federal	20.21	26.29	22.23	na	60
CA State	20.18	24.34	na	22.14	1077
OR State**	14.31	22.71	18.51	na	115
WA State**	14.34	18.34	17.01	16.98	140
AK State AS 39	19.42	26.82	na	na	na
AK State GGU-1 GGU-2	20.20 20.02	27.59 27.34	21.53	21.88	5

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***Public contract rates per Title 36, Chapter 05

Attorney IV P7145-24	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	25.78	37.74	30.79	36.33	90
AK Public	25.00	37.80	29.49	29.01	14
AK Federal	24.22	31.48	26.64	na	na
CA State	32.26	39.04	na	35.58	189
OR State**	28.52	38.22	33.37	na	90
WA State**	na	na	na	na	na
AK State AS 39	31.29	43.06	34.77	34.42	75

Cook I P9100-57	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	8.37	12.26	10.00	10.62	52
AK Public	10.26	14.20	11.57	12.10	5
AK Federal	18.76	21.88	19.54	na	14
CA State	11.50	13.98	na	13.07	107
OR State**	10.61	14.32	12.52	na	65
WA State**	9.44	11.90	11.90	11.24	98
AK State AS 39	na	na	na	na	na
AK State LTC	14.12	17.71	17.19	17.15	11

Correctional Officer II P7653-13	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	17.68	21.48	na	20.26	13,335
OR State**	12.08	16.31	14.20	na	774
WA State**	11.36	14.34	14.34	13.40	2,237
AK State AS 39	14.80	20.29	na	na	na
AK State GC	16.37	22.41	19.45	18.93	160

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 ** WA and OR adjusted for cost of living
 ***Public contract rates per Title 36, Chapter 05

Data Processing Technician II P1612-14	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	12.06	18.50	14.50	15.23	69
AK Public	13.54	21.91	16.94	17.23	15
AK Federal	na	na	na	na	na
CA State	10.83	15.27	na	13.88	495
OR State**	9.53	13.55	11.54	na	13
WA State**	11.63	14.69	14.69	14.02	47
AK State AS 39	15.78	21.80	na	na	na
AK State GGU-1 GGU-2	16.42 16.28	22.51 22.31	19.40	18.73	27

Data Processing Manager I P1641-21	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	20.71	29.16	22.58	24.23	10
AK Public	28.29	36.85	29.62	31.11	6
AK Federal	16.70	21.71	18.37	na	3
CA State	22.17	26.75	na	25.27	212
OR State**	na	na	na	na	na
WA State**	18.34	23.47	23.47	23.25	25
AK State AS 39	25.57	35.09	na	na	na
AK State GGU-1 GGU-2	26.60 26.36	36.17 35.84	28.79	28.79	2
AK State SU	26.55	36.00	31.40	29.99	7
AK State CU	26.49	36.02	29.36	29.36	1

Drafting Technician II PB424-12	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.35	19.26	17.55	17.68	84
AK Public	14.85	35.69	17.29	21.28	4
AK Federal	11.02	14.33	12.12	na	6
CA State	13.62	16.55	na	14.77	90
OR State**	11.56	15.74	13.65	na	9
WA State**	13.67	17.46	17.46	16.51	22
AK State AS 39	13.90	18.90	na	na	na
AK State GGU-1 GGU-2	14.46 14.33	19.56 19.40	14.76	14.79	10

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 ***Public contract rates per Title 36, Chapter 05

Electrician P9342-52	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	13.28	25.32	18.00	19.73	93
AK Public AK Title 36***	16.19	26.53	21.05	20.55 25.32	24
AK Federal	20.66	24.10	21.52	na	63
CA State	16.71	18.35	na	17.33	91
OR State**	13.03	17.83	15.43	na	62
WA State**	14.01	16.21	16.21	15.61	56
AK State AS 39	na	na	na	na	na
AK State LTC	18.98	24.00	22.62	22.17	5

Eligibility Technician II P4172-14	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	11.02	14.33	12.12	na	2
CA State	na	na	na	na	na
OR State**	11.30	15.00	13.15	na	250
WA State**	12.76	16.21	14.01	13.58	73
AK State AS 39	15.78	21.80	na	na	na
AK State GGU-1 GGU-2	16.42 16.28	22.51 22.31	18.04	17.86	75

Employment Sec Specialist I-B P4649-14	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	12.31	17.70	na	15.83	2504
OR State**	11.30	15.00	13.15	na	335
WA State**	12.47	15.82	15.82	14.29	530
AK State AS 39	15.78	21.80	na	na	na
AK State GGU-1 GGU-2	16.42 16.28	22.51 22.31	18.04	18.64	93

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 ***Public contract rates per Title 36, Chapter 05

Engineer I P8913-19	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	22.44	38.63	32.15	30.69	104
AK Public	22.02	31.60	28.02	26.87	18
AK Federal	25.83	33.10	28.53	na	87
CA State	21.67	26.33	na	22.77	727
OR State**	14.86	20.34	17.60	na	212
WA State**	15.82	20.24	20.24	18.76	16
AK State AS 39	22.38	30.74	na	na	na
AK State GGU-1 GGU-2	23.28 23.06	31.50 31.21	28.17	27.35	32

Environmental Specialist III P8311-18	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	20.21	26.29	22.23	na	15
CA State	19.68	23.76	na	21.61	190
OR State**	19.56	27.17	23.37	na	9
WA State**	13.37	17.01	15.43	15.69	87
AK State AS 39	20.89	28.75	na	na	na
AK State GGU-1 GGU-2	21.72 21.53	29.48 29.21	23.06	23.72	64

Equipment Operator V 9353-53	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.00	25.91	22.50	20.72	15
AK Public AK AS 36***	15.86	25.80	21.96	22.03 21.41	62
AK Federal	20.66	24.10	21.52	na	52
CA State	14.25	15.62	na	14.67	1614
OR State**	10.04	15.57	12.81	na	14
WA State**	na	na	14.69	14.47	15
AK State AS 39	na	na	na	na	na
AK State LTC	17.74	22.56	22.56	22.18	29

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 ***Public contract rates per Title 36, Chapter 05

Fish & Wildlife Enforcement Off P6212-13	Min	Max	Median/Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	16.70	21.71	18.37	na	1
CA State	13.47	19.42	na	17.84	243
OR State**	na	na	na	na	na
WA State**	13.06	17.01	16.62	16.11	15
AK State AS 39	14.80	20.29	na	na	na
AK State GGU-1 GGU-2	15.39 15.25	20.97 20.77	16.98	16.56	5

Fisheries Biologist II P6161-16	Min	Max	Median/Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	16.72	21.71	18.37	na	18
CA State	19.28	23.23	na	20.35	112
OR State**	15.00	20.25	17.63	na	116
WA State**	14.34	18.34	17.46	17.34	40
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.86 18.69	25.81 25.57	20.77	21.30	31

Forest Tech III P6607-11	Min	Max	Median/Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	13.65	17.75	15.02	na	54
CA State	17.13	20.82	na	18.06	5
OR State**	9.95	13.03	11.49	na	47
WA State**	10.61	13.37	12.20	12.21	4
AK State AS 39	13.11	17.68	na	na	na
AK State GGU-1 GGU-2	13.64 13.52	18.21 18.04	13.90	13.90	1

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 ***Public contract rates per Title 36, Chapter 05

Fish & Wildlife Technician II P6113-09	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	11.02	14.33	12.12	na	na
CA State	8.76	10.10	na	na	na
OR State**	11.30	15.00	13.15	na	61
WA State**	11.90	15.05	13.37	13.57	5
AK State AS 39	11.61	15.62	na	na	na
AK State GGU-1 GGU-2	12.08 11.97	15.88 15.72	12.34	12.46	33

Laboratory Technician II P5616-12	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.25	22.50	18.50	18.00	64
AK Public	11.97	25.44	17.55	18.13	4
AK Federal	13.65	17.75	15.02	na	3
CA State	17.55	20.18	na	18.92	31
OR State**	11.03	15.00	13.02	na	12
WA State**	13.67	15.43	15.43	15.18	13
AK State AS 39	13.90	18.90	na	na	na
AK State GGU-1 GGU-2	14.46 14.33	19.56 19.40	18.72	18.72	2

Laborer P9398-58	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	8.50	20.00	12.00	12.96	95
AK Public AK AS 36***	11.09	18.30	12.23	13.85 21.55	19
AK Federal	14.00	16.33	14.58	na	84
CA State	11.73	12.79	na	12.16	17
OR State**	8.66	11.87	10.27	na	63
WA State**	10.12	11.63	10.61	10.77	79
AK State AS 39	na	na	na	na	na
AK State LTC	13.32	16.62	15.67	15.67	4

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 ***Public contract rates per Title 36, Chapter 05

Legal Sec 1 P1145-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.45	19.62	17.55	17.41	88
AK Public	12.28	15.63	14.61	14.15	6
AK Federal	13.65	17.75	15.02	na	na
CA State	13.64	16.57	na	15.65	14
OR State**	na	na	na	na	na
WA State**	11.10	14.01	14.01	13.30	176
AK State AS 39	12.31	16.59	na	na	na
AK State GGU-1 GGU-2	12.81 12.70	16.98 16.82	13.90	14.00	62

Licensed Practical Nurse P5116-13	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	12.90	16.63	14.56	14.66	150
AK Public	na	na	na	na	na
AK Federal	12.49	15.80	14.07	na	15
CA State	11.42	13.51	na	12.61	230
OR State**	10.16	14.32	12.24	na	78
WA State**	11.63	14.69	14.52	14.00	8
AK State AS 39	14.80	20.29	na	na	na
AK State GGU-1 GGU-2	15.39 15.25	20.97 20.77	17.57	17.37	21

Loan/Collection Officer I P2113-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.09	21.17	18.12	18.94	72
AK Public	na	na	na	22.09	1
AK Federal	20.21	26.29	22.23	na	7
CA State	13.57	20.18	na	17.39	233
OR State**	na	na	na	na	na
WA State**	13.06	16.62	15.82	15.28	86
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.86 18.69	25.81 25.57	23.86	23.35	6

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 ***Public contract rates per Title 36, Chapter 05

Management Analyst III P1811-18	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	20.09	33.40	30.26	26.96	32
AK Public	na	na	na	na	na
AK Federal	20.21	26.29	22.23	na	40
CA State	19.21	23.18	na	21.42	67
OR State**	16.79	23.44	20.12	na	18
WA State**	13.37	17.01	16.62	16.41	17
AK State AS 39	20.89	28.75	23.14	23.14	1
AK State GGU-1 GGU-2	21.72 21.53	29.48 29.21	25.57	25.47	7

Mechanic P9324-54	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	11.00	19.38	15.86	15.48	170
AK Public AK AS 36***	15.86	26.53	20.91	21.35 22.48	48
AK Federal	20.66	24.10	21.52	na	33
CA State	14.57	15.98	na	15.08	51
OR State**	10.91	15.48	13.20	na	17
WA State**	14.69	17.01	17.01	16.97	20
AK State AS 39	na	na	na	na	na
AK LTC State	16.65	21.17	19.95	20.29	9

Medical Records Assistant P1140-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	10.01	13.70	11.38	12.13	40
AK Public	na	na	na	na	na
AK Federal	11.02	14.33	12.12	na	8
CA State	15.46	18.60	na	17.44	14
OR State**	10.22	14.88	12.55	na	21
WA State**	10.85	13.67	13.37	12.92	70
AK State AS 39	12.31	16.59	na	na	na
AK State GGU-1 GGU-2	12.81 12.70	16.98 16.82	14.02	13.59	5

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 ***Public contract rates per Title 36, Chapter 05

Motor Vehicle Rep III P7551-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	12.57	14.95	na	14.13	498
OR State**	12.39	16.48	14.44	na	55
WA State**	12.17	15.43	14.01	13.63	218
AK State AS 39	12.31	16.59	na	na	na
AK State GGU-1 GGU-2	12.81 12.70	16.98 16.82	14.02	14.20	16

Natural Resource Officer II P6653-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	20.21	26.29	22.23	na	10
CA State	19.68	23.76	na	21.74	143
OR State**	na	na	na	na	
WA State**	15.43	19.74	19.74	19.33	34
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.86 18.69	25.81 25.57	23.06	22.70	40

Natural Resource Manager II P6655-20	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	24.22	31.48	25.03	na	41
CA State	26.35	32.03	na	30.25	18
OR State**	na	na	na	na	na
WA State**	17.01	21.79	21.79	21.37	31
AK State AS 39	23.91	32.84	na	na	na
AK State GGU-1 GGU-2	24.87 24.65	33.74 33.44	30.12	29.40	3
AK State SU	24.82	33.59	30.30	30.25	14

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 ***Public contract rates per Title 36, Chapter 05

Nurse II P5111-15	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	19.00	23.00	21.00	20.89	721
AK Public	15.86	37.61	23.13	25.88	99
AK Federal	22.26	27.27	24.77	na	192
CA State	16.52	21.29	na	19.52	888
OR State**	16.79	32.13	24.46	na	74
WA State**	14.97	21.61	18.18	17.80	535
AK State AS 39	16.89	23.35	na	na	na
AK State GGU-1 GGU-2	17.57 17.41	24.09 23.86	18.69	18.89	37

Physical Therapist P5446-18	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	20.50	24.75	22.96	22.65	41
AK Public	20.57	38.34	31.25	29.72	9
AK Federal	20.21	26.29	22.23	na	1
CA State	15.98	19.33	na	18.40	8
OR State**	14.98	21.75	18.37	na	34
WA State**	14.34	18.34	na	na	0
AK State AS 39	20.89	28.75	na	na	na
AK State GGU-1 GGU-2	21.72 21.53	29.48 29.21	24.95	24.95	2

Plumber P9364-52	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.00	20.00	19.00	18.79	90
AK Public AK AS 36***	15.05	21.05	21.05	20.00 26.00	16
AK Federal	19.71	22.99	20.53	na	4
CA State	16.71	18.35	na	17.39	66
OR State**	14.85	17.83	16.34	na	21
WA State**	14.01	16.21	16.21	15.84	14
AK State AS 39	na	na	na	na	na
AK State LTC	18.98	24.00	24.00	24.00	1

* Data is from Department of Labor survey
 ** WA and OR adjusted for cost of living
 ***Public contract rates per Title 36, Chapter 05

Psychiatric Nurse Asst III P5172-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	11.10	14.10	11.48	11.85	6
AK Federal	na	na	na	na	na
CA State	12.72	15.30	na	14.46	3,717
OR State**	na	na	na	na	na
WA State**	11.61	14.69	14.69	13.73	118
AK State AS 39	12.31	16.59	na	na	na
AK State GGU-1 GGU-2	12.81 12.70	16.98 16.82	14.46	14.42	62

Radio Dispatcher II P1115-12	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	15.48	25.91	22.00	21.54	43
AK Federal	na	na	na	na	na
CA State	12.84	15.60	na	14.25	521
OR State*	11.74	17.09	14.42	na	47
WA State*	11.10	14.01	13.67	13.13	72
AK State AS 39	13.90	18.90	na	na	na
AK State GGU-1 GGU-2	14.46 14.33	19.56 19.40	16.15	16.31	12

Secretary I P1151-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	10.00	15.97	12.60	13.06	413
AK Public	10.27	20.58	13.81	14.85	61
AK Federal	11.02	14.33	12.12	na	36
CA State	11.62	14.12	na	13.33	328
OR State**	7.82	11.78	9.80	na	540
WA State**	10.12	12.76	12.76	12.36	330
AK State AS 39	12.31	16.59	12.70	12.71	3
AK State GGU-1 GGU-2	12.81 12.70	16.76 16.82	13.90	14.19	78

* Data is from Department of Labor survey
 ** WA and OR adjusted for cost of living
 ***Public contract rates per Title 36, Chapter 05

Sergeant, P.S. P7705-78	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	24.24	36.10	33.43	32.72	37
AK Federal	na	na	na	na	na
CA State	21.49	26.12	na	24.40	595
OR State**	20.39	30.06	25.23	na	90
WA State**	22.73	29.14	na	na	123
AK State AS 39	na	na	na	na	na
AK State PSU****	23.50	32.73	29.31	29.73	17

**** recent arbitration 3.6% increase not included

Social Worker III P4113-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	14.87	23.48	18.09	18.48	10
AK Federal	20.21	26.29	22.23	na	11
CA State	na	na	na	na	na
OR State*	15.73	20.91	18.32	na	719
WA State*	14.34	18.34	18.34	17.73	449
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.86 18.69	25.81 25.57	21.53	21.54	59

Stockhandler P9577-57	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	8.49	11.50	10.37	10.47	170
AK Public	10.30	21.96	19.74	17.93	8
AK Federal	15.90	18.55	16.56	na	101
CA State	12.56	13.66	na	12.89	273
OR State**	8.75	12.31	10.53	na	23
WA State**	9.68	12.17	11.63	11.29	114
AK State AS 39	na	na	na	na	na
AK State LTC	14.12	17.71	16.69	16.94	10

* Data is from Department of Labor survey

** WA and OR adjusted for cost of living

***Public contract rates per Title 36, Chapter 05

State Trooper P7703-76	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	18.72	34.63	27.63	27.36	231
AK Federal	na	na	na	na	na
CA State	17.68	21.47	na	20.19	4,193
OR State*	19.03	24.47	21.75	na	390
WA State*	14.77	17.72	na	na	611
AK State AS 39	na	na	na	na	na
AK State PSU****	20.28	28.26	26.25	24.64	45

**** recent 3.6% arbitration increase not included

Wildlife Biologist III P6143-18	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	24.22	31.48	25.03	na	42
CA State	21.62	26.08	na	24.29	18
OR State*	17.28	23.44	20.36	na	84
WA State*	14.34	18.34	16.22	16.38	12
AK State AS 39	20.89	28.75	na	na	na
AK State SU	21.72	29.40	27.97	27.97	2
AK State GGU-1 GGU-2	21.72 21.53	29.48 29.21	26.36	25.68	17

Youth Counsel II P7612-13	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	19.40	23.58	na	23.16	876
OR State*	11.30	15.37	13.34	na	203
WA State*	13.37	17.01	15.43	15.61	279
AK State AS 39	14.80	20.29	na	na	na
AK State GY	15.39	20.96	17.57	17.02	71

* Data is from Department of Labor survey
 ** WA and OR adjusted for cost of living
 ***Public contract rates per Title 36, Chapter 05

TABLE II
SUMMARY COMPUTATIONS

The following table shows average hourly pay for each job class for Alaska private, public, federal, and California, Oregon, Washington combined (C-O-W). The average of these is shown in the table as "AVERAGE". This overall average for each class is compared with the mean state salary by bargaining unit. The ratio of the state to the survey average is immediately below the state average for each bargaining unit. For example, the survey average for Accountant IV is 27.57. The state GGU mean is 28.66. The ratio is 1.04. This means that the GGU's average pay is 4% more than the survey average.

Overall averages, which are simple means of all job classes represented by bargaining unit, are provided at the bottom of the table.

Job Class*	Private	Public	Federal	C-O-W	AVERAGE	GGU/ ratio	SU/ ratio	CU/ ratio	LTC/ ratio	PSU/ ratio	Statute/ ratio
Accountant IV	29.57	27.28	32.64	20.80	27.57	28.66 1.04	28.65 1.04				
Accountant II	21.93	20.60	22.23	17.19	20.49	21.07 1.03	20.21 .99				
Acct Tech II	15.65	15.10	15.02	15.76	15.38	18.58 1.21		18.14 1.18			
Acct Clk II	12.57	13.18	12.12	11.38	12.31	13.35 1.08		12.93 1.05			
Ad Prob Off II				20.85	20.85	21.69 1.04					
Admin Clerk II	10.58	11.99	10.84	10.70	11.03	12.45 1.13		12.39 1.12			14.16 1.28
Admin Asst I	12.23	16.64		13.94	14.27	16.14 1.13	17.51 1.23				15.21 1.07
Aircraft Mech	18.02		21.52	17.73	19.09				21.78 1.14		
A/P III	21.97	24.34	22.23	19.21	21.94	21.88 1.00					
Attorney IV	36.33	29.01	26.64	34.48	31.61						34.42 1.09
Cook I	10.62	12.10	19.54	12.28	13.63				17.15 1.26		
Corr Off II				15.95	15.95	18.93 1.19					
DP Tech II	15.25	17.23		13.15	15.20	18.73 1.23					

Job Class*	Private	Public	Federal	C-O-W	AVERAGE	GGU/ ratio	SU/ ratio	CU/ ratio	LTC/ ratio	PSU/ ratio	Statute/ ratio
DP Mgr I	24.23	31.11	18.37	24.26	24.49	28.79 1.18	29.99 1.22	29.36 1.20			
Draft Tech II	17.68	21.28	12.12	14.98	16.52	14.99 .91					
Electrician	19.73	22.94		16.12	19.60				22.17 1.13		
Elig Tech II		12.12		13.37	12.74	17.86 1.40					
ESS IB				14.42	14.42	18.64 1.29					
Engineer I	30.69	26.87	28.53	19.71	26.45	27.35 1.03					
Env Spec III			22.23	20.22	21.22	23.72 1.12					
Equip Op V	20.72	22.26	21.52	13.98	19.62				22.18 1.13		
FWE0			18.37	16.98	17.67	16.56 .94					
F B II			18.37	18.44	18.40	21.30 1.16					
For Tech III			15.02	13.92	14.47	13.90 .96					
FWT II			12.12	13.36	12.74	12.46 .98					
Lab Tech II	18.00	18.13	15.02	15.71	16.71	18.72 1.12					
Laborer	12.96	17.70	14.58	11.07	14.08				15.67 1.11		
Legal Sec I	17.41	14.15	15.02	14.48	15.26	14.00 .92					
LPN	14.66		14.07	12.95	13.89	17.37 1.25					
Loan Coll/Off I	18.94	22.00	22.23	16.34	19.88	23.35 1.17					

Job Class*	Private	Public	Federal	C-O-W	AVERAGE	GGU/ ratio	SU/ ratio	CU/ ratio	LTC/ ratio	PSU/ ratio	Statute/ ratio
Mgt An III	26.96		22.23	19.32	22.84	25.47 1.12					25.47 1.12
Mechanic	15.48	21.92	21.52	15.08	18.50				20.29 1.10		
Med Rec Asst	12.13		12.12	14.30	12.85	13.59 1.06					
MV Rep III				14.07	14.07	14.20 1.01					
Nat Res Off II			22.23	20.54	21.38	22.70 1.06					
Nat Res Mgr II			25.03	25.81	25.42	29.40 1.16	30.25 1.19				
Nurse II	20.89	25.88	24.77	20.59	23.03	18.89 .82					
Phys Therapist	22.65	29.72	22.23	17.70	23.08	24.95 1.08					
Plumber	18.79	23.00	20.53	16.52	19.71				24.00 1.22		
Psy Nur Ast III		11.85		14.10	12.97	14.42 1.11					
Radio Dis II		21.54		13.93	17.74	16.31 .92					
Secretary I	13.05	14.85	12.12	11.83	12.97	14.19 1.09					12.71 .98
Sgt, PS		32.72		25.19	28.95					29.73 1.03	
Social Wkr III	na	18.48	22.23	17.78	19.50	21.54 1.10					
Stock Handler	10.47	17.93	16.56	11.57	14.13				16.94 1.20		
St Trooper		27.36		19.40	23.38					24.64 1.05	
Wild Biol III			25.03	20.34	22.69	25.68 1.13	27.97 1.23				

Job Class*	Private	Public	Federal	C-D-W	AVERAGE	GGU/ ratio	SU/ ratio	CU/ ratio	LTC/ ratio	PSU/ ratio	Statute/ ratio
Youth Couns II				17.37	17.37	17.02 .98					
Averages						1.08	1.15	1.13	1.16	1.04	1.11

* See pages 1 and 2 for complete title of job class, and Appendix A for job class descriptions.

TABLE III

1994 SURVEY BENEFITS DATA

QUESTION	Ak Public	Ak Private	Fed. Gov't	WA State	OR State	CA State
Are the majority of your employees covered by a collective bargaining agreement?	N2 Y4	N17 Y13		Y	Y	Y
How many hours in the normal working week?	39.17	40.18	40	40	40	40
What is the normal rate of overtime payment?	1.5	1.5	1.5	1.5	1.5	1.5
Overtime is paid after how many hours/week?	39.58	37.85	40	40	40	40
How many paid holidays are there each year?	11.33	8.80	10	11	10	13
Do you offer: - paid or reimbursed child care? - profit sharing/annual bonuses? - annual merit increase? - performance bonus? - annual cost-of-living increase?	N5 Y1 N6 N3 Y3 N6 N5 Y1	N6 Y24 N12 Y17 N11 Y18 N23 Y6 N17 Y12	N N Y Y Y	 N N N Y	N N Y N N	N N Y Y Y
Cost of Benefits Package as percentage of payroll	38.98	33.50	50		45	31.50
LEAVE						
Type of leave: - Annual/Sick - Personal* * Combination of Annual and Sick Leave.	N1 Y5 Y2	N7 Y23 N20 Y6	Y N	Y N	Y N	Y N
(Annual) Leave accrual rate for the majority of your employees (days per year)? - First year - Third year - Sixth year - Eleventh year - Twentieth yr.	17.25 18.75 21.00 24.00 24.00	10.63 13.21 18.02 21.19 22.87	13.00 20.00 20.00 20.00 26.00	12.00 14.00 15.00 17.00 22.00	12.00 12.00 15.00 18.00 24.00	10.50 10.50 15.00 18.00 21.00

1994 Survey Benefits Data

QUESTION	Ak Public	Ak Private	Fed. Gov't	WA State	OR State	CA State
(Personal) leave accrual rate for the majority of your employees (days per year)? - First year - Third year - Sixth year - Eleventh year - Twentieth yr.	20.50 23.50 26.00 30.00 33.00	16.83 19.17 23.33 26.67 27.33				
Does unused annual/personal leave accumulate from year to year?	Y5	N6 Y19	Y	Y		Y
Can unused annual/personal leave be cashed out at termination?	Y5	N2 Y22	Y	Y		Y
Sick leave accrual rate for the majority of your employees (days per year)? - First year - Third year - Sixth year - Eleventh year - Twentieth yr.	15.25 15.25 15.25 15.25 15.25	11.11 15.34 22.43 30.61 31.41	13.00 13.00 13.00 13.00 13.00	12.00 12.00 12.00 12.00 12.00	12.00 12.00 12.00 12.00 12.00	8.00 8.00 8.00 8.00 8.00
Can unused sick leave be cashed out at termination?	N3 Y1	N20 Y4	N	Y	N	N
Does sick leave accumulate each year?	Y4	N6 Y17	Y	Y	Y	Y
INSURANCE						
Overall cost of health insurance premium per month? - Employee - Spouse - Family	371.88 409.42 411.87	172.90 275.86 420.79	** see foot note ¹	324	217.26 327.02 341.52	160.00 319.00 415.00
Medical expense coverage - percentage - \$ amount	80.83 2750	78.70 4687.5		80 4000	90 3500	80 3000
Do you have a cafeteria plan? If yes, amount employees receive per month.	N5 Y4 318.75	N24 Y4 220.50	N	N	Y 355.81	N
Amount of medical plan's deductible - employee - family	125.00 243.30	270.00 631.15		100 300	100 300	250 500

1994 Survey Benefits Data

QUESTION	Ak Public	Ak Private	Fed. Gov't	WA State	OR State	CA State
Does employee participate in payment of premium? - employee - spouse - family	N6 N5 Y1 N5 Y1	N11 Y17 N3 Y25 N3 Y25	Y Y Y	N N N	N Y Y	N Y Y
Medical plan coverage# %age of plan paid by employer for: - employee (E) - spouse/family (F)	F 100 82.67	F-27 E-1 84.26 62.48	F 60 60	F 100 100	F 100 100	F 100 89
Dental plan coverage# %age of plan paid by employer for: - employee (E) - spouse/family(F)	F 100 82.67	F-26 E-1 77.39 61.04	F 60 60	F 100 100	F 100 100	F 100 100
Vision plan coverage# %age of plan paid by employer for - employee (E) - spouse/family (F)	F 85.00 82.67	F-14 83.36 71.07	F 60 60	F 100 100	F 100 100	F 100 100
Prescription drugs plan coverage# %age of plan paid by employer for - employee (E) - spouse/family (F)	F 100 82.67	F-27 E-1 84.54 69.67	F 60 60	F	F 100	F
Employee assistance plan coverage# %age of plan paid by employer for - employee (E) - spouse/family (F)	F-5 E-1 100 80	F-15 100 96.67	F	N/A	F 100 100	F 100 100
Life insurance coverage# %age of plan paid by employer for - employee (E) - spouse/family (F)	F-3 E-2 100 100	E-14 F-11 94.78 80.60	F 33 33	E 100	E 100	E 100
RETIREMENT PLAN						
Do you have a formal retirement plan?	Y	N1 Y25	Y	Y	Y	Y
Percentage of salary paid by employee into retirement fund?	6.75	0.45	7.00		0	5.00

1994 Survey Benefits Data

QUESTION	Ak Public	Ak Private	Fed. Gov't	WA State	OR State	CA State
Retirement Benefit Calculation - retirement benefit is calculated by using:						
- av. monthly comp'n. over	3	4.0	3.0		1.0	1.0
- percentage multiplier	2	1.79	1		1.67	2.0
- number of years service	10	27.14				
- next percentage multiplier	2.5	2.88				
- next no. of years service	10	12.50				
- next percentage multiplier	2.5	2.50				
- next no. of years service	10	10				
Does your retirement plan provide Medical coverage upon retirement?	N1 Y4	N12 Y9	Y	N	Y	Y
What percent does employer pay?	11.25	65.92	75		8.60	9.94
Retirement plan based on (1) defined benefit (B) or (2) defined contribution (C)?	B	B8 C8	B		B	B
34. Does your retirement plan have portability?	N	N7 Y5	Y		N	Y
How many years to vesting	5	5.72	5		5	5
Age or length of service for retirement:						
- Age: Early Retirement	55	55.33	50	50	55	50
Normal Retirement	60	61.31	55	65	58	60
- Length of service	30	30	30	25		

1. Federal Government employees select from a variety of health plans. Normally the Federal Government pays 60% of the cost of the six largest high-value health plans, and these responses are based on this. The Federal Government does not pay more than 75% of the cost of a health plan.

TABLE IV

STATE OF ALASKA BENEFITS DATA BY BARGAINING UNIT

QUESTION:	GGU	SU	LTC	CU	PSU	Statutory
Are the majority of your employees covered by a collective bargaining agreement?	Y	Y	Y	Y	Y	N
How many hours in the normal working week?	37.5/ 40	37.5	37.5	37.5	40- 41.25	37.5
What is the normal rate of overtime payment?	1.5	1.5	1.5	1.5	1.5	1.5
Overtime is paid after how many hours/week?	37.5/ 40	40	37.5	37.5	40	37.5
How many paid holidays are there each year?	11 ¹	11 ²	11 ²	11 ²	11 ³	11
Do you offer:						
- paid or reimbursed child care?	N	N	N	N	N	N
- profit sharing/annual bonuses?	N	N	N	N	N	N
- annual merit increase?	Y	Y	Y	Y	Y	Y
- performance bonus?	N	N	N	N	N	N
- annual cost-of-living increase?	N	N	N	N	N	N
Cost of Benefits Package as percentage of payroll	38%	34%	39%	39%	39%	na
LEAVE						
Type of leave:						
- Annual/Sick	Y	N	Y	N	N	N
- Personal*	N	Y	N	Y	Y	Y
* Combination of Annual and Sick Leave						
(Annual) Leave accrual rate for the majority of your employees (days per year)?						
- First year	15	na	15	na	na	na
- Third year	21		21			
- Sixth year	24		24			
- Eleventh year	30		30			
- Twentieth yr.	30		30			

1994 State of Alaska Benefits Data by Bargaining Unit

QUESTION	GGU	SU	LTC	CU	PSU	Statutory
(Personal) leave accrual rate for the majority of your employees (days per year)? - First year - Third year - Sixth year - Eleventh year - Twentieth yr.	na	24 27 30 36 36	na	24 27 30 36 36	24 27 30 36 36	24 27 30 36 36
Does unused annual/personal leave accumulate from year to year?	Y ⁴	Y	Y ⁵	Y	Y	Y
Can unused annual/personal leave be cashed out at termination?	Y	Y	Y	Y	Y	Y
Sick leave accrual rate for the majority of your employees (days per year)? - First year - Third year - Sixth year - Eleventh year - Twentieth yr.	15 15 15 15 15	na	15 15 15 15 15	na	na	na
Can unused sick leave be cashed out at termination?	N	na	N	na	na	na
Does sick leave accumulate each year?	Y	na	Y	na	na	na
INSURANCE						
Overall cost of health insurance premium per month? - Employee - Spouse - Family	423.5	423.5 ⁶	500 ⁷	423.5 ⁶	386.7 ⁸	423.5
Medical expense coverage - percentage - \$ amount	80 5000	80 5000	na	80 5000	na	80 5000
Do you have a cafeteria plan? If yes, amount employees receive per month.	N	N	na	N	na	N
Amount of medical plan's deductible - employee - family	250 500	250 500	na	250 500	na	250 300

1994 State of Alaska Benefits Data by Bargaining Unit

QUESTION	GGU	SU	LTC	CU	PSU	Statutory
Does employee participate in payment of premium? - employee - spouse - family	N N N	N N N	Note 7	Y	Note 8	N N N
Medical plan coverage# %age of plan paid by employer for: - employee (E) - spouse/family (F)	100 100	100 100	na	100 100	na	100 100
Dental plan coverage# %age of plan paid by employer for: - employee (E) - spouse/family (F)	100 100	100 100	na	100 100	na	100 100
Vision plan coverage# %age of plan paid by employer for: - employee (E) - spouse/family (F)	100 100	100 100	na	100 100	na	100 100
Prescription drugs plan coverage# %age of plan paid by employer for: - employee (E) - spouse/family (F)	100 100	100 100	na	100 100	na	100 100
Employee assistance plan coverage# %age of plan paid by employer for: - employee (E) - spouse/family (F)	100 100	100 100	na	100 100	na	100 100
Life insurance coverage# %age of plan paid by employer for: - employee (E) - spouse/family (F)	100 na	100 na	100 na	100 na	100 na	100 na
RETIREMENT PLAN						
Do you have a formal retirement plan?	Y	Y	Y	Y	Y	Y
Percentage of salary paid by employee into retirement fund?	6.75	6.75	6.75	6.75	7.5	6.75

1994 State of Alaska Benefits Data by Bargaining Unit

QUESTION	GGU	SU	LTC	CU	PSU	Statutory
Retirement Benefit Calculation - retirement benefit is calculated by using:						
- av. monthly comp'n. over	3 yrs.	3 yrs.	3 yrs.	3 yrs.	3 yrs	3 yrs.
- percentage multiplier	2	2	2	2	2%	2
- number of years service	10	10	10	10	10	10
- next percentage multiplier	2.25	2.25	2.25	2.25	2.5	2.25
- next no. of years service	10	10	10	10	10	10
- next percentage multiplier	2.5%	2.5	2.5	2.5		2.5
- next no. of years service	10+	10+	10+	10+		10+
Does your retirement plan provide Medical coverage upon retirement?	Y	Y	Y	Y	Y	Y
What percent does employer pay?	100%	100	100	100	100	100
Retirement plan based on (1) defined benefit (B) or (2) defined contribution (C)?	B	B	B	B	B	B
Does your retirement plan have portability?	N	N	N	N	N	N
How many years to vesting	5	5	5	5	5	5
Age or length of service for retirement:						
- Age: Early Retirement	55	55	55	55		55
Normal Retirement	60	60	60	60		60
- Length of service	30	30	30	30	20	30

NOTES:

1. Employee's birthday and Lincoln's Birthday are floating holidays.
2. Lincoln's birthday is a floating holiday
3. Lincoln's birthday is a floating holiday. Airport Safety Officers in this Unit get a floating holiday for their birthday.
4. General Government Bargaining Unit employees may accumulate up to 60 days annual leave in a one year.
5. Labor Trades and Crafts employees may accumulate up to 450 hours annual leave in any one ye
6. Supervisory Unit and Confidential Unit employees currently contribute \$4.70 towards the cost of health insurance.

1994 State of Alaska Benefits Data by Bargaining Unit

7. The State of Alaska pays this amount for each unit employee to Public Employees Local 71 which administers a health plan.
8. The State of Alaska pays this amount for each unit employee to Public Safety Employees Association which administers a health plan. Public Safety Employees Association members pay \$68.00 towards the cost of health insurance.

ALASKA SALARY SURVEY

JOB CLASS DESCRIPTIONS

Administrative Clerk II: This is the full proficiency level clerk who performs a variety of office clerical assignments of average difficulty and/or defined clerical service in support of a specific program. Positions perform a variety of typing and/or processing documents.

Accounting Clerk II: This is the journey level accounting clerk performing posting, calculating, coding, verifying, and other activities to process and maintain financial records. This level requires knowledge of clerical accounting, accounts coding, and the use and purposes of documents to maintain and adjust records and may check the work of others.

Accounting Technician II: Positions perform moderately difficult technical accounts maintenance, reconciliation, and reporting for a variety of programs or areas, with more than one funding source, varying types of advanced or deferred payments or modifications to programs, and preparation of statements and reports which require extensive searching to determine relevance or usefulness of the data.

Accountant II: This is the journey level accountant performing a variety of professional level accounting including auditing and analyzing accounts; preparing and modifying accounting systems; and interpreting, summarizing, and reporting financial data. Work at this level involves a variety of programs and accounts and types of disbursements and revenues.

Accountant IV: These positions perform very complex accounting functions. As financial managers, they develop and coordinate accounting services and related business and financial management activities through subordinate accounting staff responsible for complex accounting functions and systems. With the State, these involve multi-agency or multi-system interactions. May serve as the finance officer for a smaller agency.

Administrative Assistant I: These positions perform a variety of general administrative support services and special projects as staff assistant to a line program supervisor or administrative officer. Performs budget preparation, purchasing, personnel functions, monitors expenditures, responds to inquiries and complaints, and prepares administrative correspondence.

Adult Probation Officer II: This is the full performance level with independent responsibility for a varied caseload. Positions perform office and/or field work in probation and parole casework, pre-sentence investigation, intake, supervision and guidance of parolees and probationers.

Aircraft Mechanic: Performs skilled maintenance, repair, service, and overhaul of aircraft. Makes minor and major repairs, changes engines, replaces or repairs parts including engine, airframe, and sheet metal parts. Maintains work reports and logs.

Analyst/Programmer III: Performs computer programming work including detailed program design, coding, testing, debugging, and documentation. This is the full proficiency level for programming or computer system support.

Attorney IV: This is the full working level. Positions render a variety of legal services, provide legal advice, prepare formal opinions, draw up legal documents, and serve as defense attorney or prosecuting attorney for all types of cases. Negotiate settlements or changes of plea.

Cook II: This is the journey level cook who prepares a variety of foods in an institution kitchen. Using recipes, verbal instruction, or individual discretion prepares food items in large quantities for meals.

Correctional Officer II: Performs the full range of security duties among prisoners in an adult correctional institution. Maintains order and discipline, patrols and inspects facilities and grounds, observes prisoners and visitors for unusual behavior, keeps records.

Data Processing Tech: Monitors, controls, and operates computer equipment at the full performance level. Loads input and output, makes test and operational runs, detects error message and makes corrections to equipment and production failures.

Data Processing Manager I: This is the first full management level responsible for the planning, organizing, & coordinating of data processing activities for an agency. Prepare and administer budgets, plan and schedule work, establish procedures, supervise staff of analyst/programmers, and control projects.

Drafting Technician II: This is the full performance level. Performs drafting duties to prepare drawings and plans. Plans layouts, determines scale, method of presentation, sectional views and pictorial presentations using standard drafting equipment including computer (CAD) systems.

Electrician: Performs journey level electrical work in the maintenance, inspection, repair, adjustment, and installation of electrical systems.

Eligibility Technician II: This is the journey level who performs the full range of duties related to determining and authorizing benefits for public assistance applicants. Work includes in-depth interviews, data collection, and eligibility determination.

Employment Security Specialist IB: Positions perform employment and unemployment work of average difficulty. Work involves intake/placement, interviewing job applicants, matching applicants with employers job orders, interviewing unemployment insurance claimants, and making eligibility determinations.

Engineer I: This is the professional registered level which typically leads a group of technical/professional engineering staff and is responsible for assigned projects involving the design and/or construction of highways, airports, harbor facilities, utilities, or other structures.

Environmental Specialist III: This is the advanced or lead level. Positions provide specialized technical expertise in a specific segment of an environmental protection program, i.e. hazardous waste, waste water, oil pollution, solid waste. Provide technical leadership on projects to field staff.

Equipment Operator V: Operates specialized motor equipment and power construction equipment used in the construction and maintenance of roads and other facilities, such as motor graders, shovels, backhoes, front loaders, asphalt distributors, and crawler tractors.

Fish and Wildlife Enforcement Officer: Positions perform patrol and apprehend violators of fish and game laws, issue citations, gather and preserve evidence, and attend court proceedings. These officers have limited authority, not full police authority, and weapons are restricted.

Fishery Biologist II: This is the full working level with responsibility for research project segments or fisheries management activities in a district. Positions study fishery resources to recommend regulations, area closures, and fishing limits. Positions review and monitor habitat changes, and conduct population studies.

Forest Technician III: This is a paraprofessional level which leads field crews in fire prevention, fire suppression and resource management programs. Duties include issuance of burning permits, site inspections, dispatching fire suppression forces, leading fire fighting crews, determining timber stand volumes and other field data, preparing maps of timber sales, etc.

Fish and Wildlife Technician II: Positions perform biological field sampling and research functions requiring a fundamental knowledge of research procedures. Positions perform creel census, port sampling, remove and read fish tags, collect biological samples, tag fish, conduct test fishing, enter data on computers, etc.

Laboratory Technician II: This is the full performance level who performs tests and procedures independently. Positions prepare reagents and culture media, inoculate and streak cultures, examine growth, perform standard tests for pathogens, and other routine testing of human specimens in a medical laboratory.

Laborer: Performs varied manual, unskilled or limited semi-skilled work in maintenance and construction. Loads and unloads, lifts, and moves supplies and equipment, assists with repair and maintenance of buildings, machine feeding and offbearing, patches pavement, shovels snow, removes brush, cleans culverts and roadsides, digs ditches.

Legal Secretary I: Serves as secretary to attorney(s) to provide administrative and office detail and perform a variety of legal clerical tasks. Takes and transcribes dictation of briefs, legal opinions, contracts, etc., prepares correspondence, legal notices, gathers material for attorneys; maintains records and sets up files.

Licensed Practical Nurse: Cares for ill, injured, and convalescent persons in hospital or institutional settings.

Loan/Collection Officer I: Performs professional journey level lending and/or collection activities for well-established programs. Processes applications for a variety of lending programs and/or collects monies on delinquent or defaulted loans.

Management Analyst III: This is the full professional working level. Incumbents perform complex and extensive studies at a conceptual and innovative level to identify, analyze, and document management procedure and policy problems and recommend corrective action. Evaluate resources and organization, work standards, conduct time and motion studies, etc.

Mechanic: Performs journey level work in the maintenance, repair, and overhaul of gasoline, diesel, and electrically powered equipment. Diagnoses, adjusts, repairs, and replaces defective automotive parts and components such as engines, transmissions, carburetors, lines, switches, etc.

Medical Records Assistant: Responsible for the day-to-day establishment, maintenance, and management of all medical records in a hospital/institution. Assures compliance with state and federal regulations.

Motor Vehicle Representative III: In addition to routine motor vehicle and drivers licensing duties, positions administer road tests to drivers, perform specialized license functions, and/or prepare and issue special permits such as oversize or overweight permits.

Natural Resources Officer II: This is the full professional level in areas of resource planning, adjudicating resource use, and professional research related to the management of natural resources. Positions research land status, write reports on resource issues, and evaluate proposals for resource use.

Natural Resources Manager II: Supervises a staff or unit with responsibility for significant statewide resource management functions, i.e. forestry, parks, lands. In a decentralized organization, supervises several units through subordinate supervisors. Responsible for management of at least one, often more, major projects.

Nurse II: This is the journey level registered nurse who performs the full range of professional level nursing duties. Administers treatment, medications, and nursing care to patients, makes nursing assessment and reports patient condition and reactions.

Physical Therapist: This is the journey level who administers individual physical therapy treatment programs using the full range of therapeutic procedures. Prepares reports of treatment, evaluation and discharge summaries for patients.

Plumber: Performs journey level plumbing work which involves the installation, modification, and repair of new and existing utility, supply and disposal systems and equipment which is subject to the Uniform Plumbing Code.

Psychiatric Nursing Assistant III: This is the journey level which performs a variety of subprofessional psychiatric nursing duties to provide care, treatment and rehabilitation to patients. Observes, reports, and charts patient behavior, assists in patient activities and therapies, interacts with patients to contribute to their rehabilitation.

Radio Dispatcher II: Receives, evaluates, and relays information to, from, and between public safety units, agencies, and the public by means of telephone, radio-telephone, and other electronic means. Dispatches commissioned officers to accidents and crime scenes. Answers questions and determines if dispatching police or other emergency personnel is necessary.

Secretary I: Performs a variety of clerical duties as the personal assistant of an executive. Relieves the supervisor of administrative detail by scheduling meetings and travel, screening calls and providing information, composing and typing correspondence, gathering materials, routing mail, filing, etc.

Sergeant, Public Safety: Supervises a post, team, or shift of law enforcement officers (at least four subordinates) who provide for enforcement of laws and assist and protect the public safety.

Social Worker III: This is the journey level providing a full range of social casework services covering such areas as adoption, foster home care, child protection, individual and family counseling.

Stockhandler: Performs heavy manual work in unloading, receiving, handling, storing, and retrieving supplies, materials, and equipment in a warehouse, storeroom or supply center.

State Trooper: This is the working level commissioned officer who performs law enforcement work alone or under direction of a higher ranking officer. Positions conduct patrols, make arrests and issue citations, conduct investigations of crimes, complaints and patrol findings. make reports and testify in court.

Wildlife Biologist III: This is the area management wildlife biologist, project leader of a research or development project or assistant area wildlife biologist in a complex management

Appendix A

area. Positions supervise research projects related to game populations harvest, transplant feasibility, habitat improvement, etc.

Youth Counselor II: This is the journey level which serves as primary counselor to a group of residents in a juvenile correctional facility. Positions actively participate in the development implementation, and administration of treatment programs, and supervise group living situations.

**PRIVATE FIRMS RESPONDING
TO DIVISION OF PERSONNEL/OEEO SURVEY**

Alaska Commercial Company
Alaska Petroleum Contractors
Alaska USA Federal Credit Union
Alyeska Pipeline Service Co.
American Guard & Alert Wackenhut of Alaska
Anchorage Cold Storage
Anchorage Daily News
Anchorage Hilton
Anchorage Telephone Utility
ARCO Alaska, Inc.
Enstar Natural Gas Co.
Federal Express
First National Bank of Anchorage
Hope Cottages
Inter-Alaska Hotel, Inc.
ITT Federal Services Corp.
J. C. Penneys
MarkAir, Inc.
Martin Marietta Services
Matanuska Telephone Association, Inc.
Nabors Alaska Petroleum Service, Inc.
Natchiq, Inc.
National Bank of Alaska
NorthWest Airlines
Ogden Facility Management of Alaska, Inc.
Our Lady of Compassion Care Center
Providence Hospital
Sealaska Corporation
Spennard Builders Supply, Inc.
Tesoro Northshore company
United Parcel Service
Unocal Corp
Valley Hospital
Veco, Inc.

**Salary Schedule
Monthly Salaries**

(Recommended)

Range	Step A	Step B	Step C	Step D	Step E	Step F
05	1597	1642	1690	1736	1787	1835
06	1690	1736	1787	1835	1888	1943
07	1787	1835	1888	1943	2004	2066
08	1888	1943	2004	2066	2125	2192
09	2004	2066	2125	2192	2263	2327
10	2125	2192	2263	2327	2398	2471
11	2263	2327	2398	2471	2554	2634
12	2398	2471	2554	2634	2724	2816
13	2554	2634	2724	2816	2915	3021
14	2724	2816	2915	3021	3128	3247
15	2915	3021	3128	3247	3352	3473
16	3128	3247	3352	3473	3604	3734
17	3352	3473	3604	3734	3862	3995
18	3604	3734	3862	3995	4126	4282
19	3862	3995	4126	4282	4413	4577
20	4126	4282	4413	4577	4717	4891
21	4413	4577	4717	4891	5045	5226
22	4717	4891	5045	5226	5399	5597
23	5045	5226	5399	5597	5784	6000
24	5399	5597	5784	6000	6203	6413
25	5784	6000	6203	6413	6650	6900
26	6000	6203	6413	6650	6900	7148
27	6203	6413	6650	6900	7148	7420
28	6413	6650	6900	7148	7420	7678
29	6650	6900	7148	7420	7678	7949
30	6900	7148	7420	7678	7949	8229

PART II. 1995 STATE OF ALASKA GEOGRAPHIC DIFFERENTIAL REPORT

The *1995 State of Alaska Geographic Differential Report* is the second part of the *1994 Salary Survey Report*. It consists of two sections. Section A is a summary containing the purpose of the report, background information, findings, and recommendations. Section B is the full *Runzheimer Plan of Living Cost Standards* report prepared by Runzheimer International, a private research firm based in Rochester, Wisconsin. It contains the detailed results, methodology, and statistical information used as a basis for the reports findings and recommendations.

SECTION A. SUMMARY

Purpose of the Study:

The State of Alaska in setting a salary structure requires a standardized and reliable method of compensating employees for geographic differences in the cost of living. Such a system is referred to as a geographic pay differential program or schedule. The *1995 State of Alaska Geographic Differential Report* was developed primarily with that in mind. Its purposes are to compare and contrast the differences between the cost of living in each of the various election districts and Seattle; and, to make recommendations to the legislature.

It is important to note that the findings and recommendations in this report and the results of the geographic differential study do not determine state employee pay levels, but only differences in living costs in various communities and election districts. Pay levels are determined through the process of classification, labor negotiations, and legislative decision-making.

Background Information:

The *1995 State of Alaska Geographic Differential Report* is the most recent in a series of geographic differential studies dating back to statehood. All of these studies were undertaken principally to comply with a legal mandate that requires the Director of the Division of Personnel to conduct an annual salary survey that in part reflects the costs of living in the various election districts of the state. To do this the State has periodically prepared, or contracted out the preparation of, studies to determine by election district the cost of living differentials.

The State of Alaska conducted statewide studies of housing and food costs in 1970, which resulted in 1971 in the last update of differentials for state employees adopted by the

legislature. Additional studies were conducted in 1972, 1976 - although the 1976 study remained unpublished - and 1985.

The earlier geographic differential studies were conducted by the State using in-house staff. However, the last geographic differential study - *The Alaska Geographic Differential Study, 1985* - was prepared under contract with the Division of Labor Relations by The McDowell Group, a Juneau-based research firm, and Alaska Attitudes, Inc., an Anchorage based research firm. It was the first statewide cost of living study based on primary research since 1972. Contractor costs were in excess of \$350,000. The study took 8 months to complete and represents one of the most extensive and complex survey research and cost of living analysis projects undertaken in Alaska.

According to the authors of the 1985 study, it was the largest in terms of communities (91), households (2,478) and retail outlets (2,106) surveyed; and, it was the most comprehensive in terms of market basket composition, statistical sampling procedure, and differential measurement techniques. Although not adopted by the legislature, the 1985 study results - modified by an arbitrator's decision - were incorporated into various collective bargaining agreements.

In 1994 the division, under a court order to prepare a new salary survey and geographic differential study, undertook a new study of the cost of living geographic differentials. Because in-house staff and staff at the Department of Labor's Research & Analysis Section had limited background and expertise in preparing geographic differential studies and there were no other studies available to the State that were comprehensive enough to meet the requirements of the law, the division decided to contract for the geographic differential study. Runzheimer International was selected to prepare the study.

The 1995 geographic differential study, like the 1985 study, is based on primary research. However, in contrast to the 1985 study, the 1995 geographic differential study was not well funded. It is in comparison a "bargain basement" study completed in less than a month at a cost of \$20,000. The living communities surveyed were limited to 22. The market basket composition is not nearly as comprehensive. No household surveys were made.

Study Methodology:

Runzheimer International's project design was based on the guidelines in the division's Request for Proposal. The report specifications, report production methodology, and cost of living tables are listed and described in detail in Section B. *The Runzheimer Plan of Living Cost Standards*. Table 1 provides the living communities surveyed by election district. In conducting the survey, living communities were established by 1961 election districts. In some cases this study specification resulted in some 1994 election districts having no representative living community. For example Palmer was surveyed for 1961 District 7. Palmer is now in 1994 District 27. No locations in 1994 Districts 26 and 28 were surveyed.

**TABLE 1. SUMMARY OF GEOGRAPHIC DIFFERENTIAL COSTS OF LIVING BY ELECTION DISTRICTS AND LIVING COMMUNITIES
DECEMBER, 1994**

1961 ELECTION DISTRICT		LIVING COMMUNITY (LOCATION)	1994 ELECTION DISTRICT (#)	ANNUAL LIVING COST COMPARISONS		
#	NAME			DOLLAR (\$)	INDEX (%)	RANK (#)
1	Ketchikan/Prince of Wales	Ketchikan	1	46,502	114.1	4
2	Petersburg/Wrangell	Petersburg	2	43,506	106.8	11
3	Sitka	Sitka	2	44,570	109.4	7
4	Juneau	Juneau	3,4	44,046	108.1	10
5	Icy Strait/Lynn Canal	Haines	5	40,401	99.2	20
6	Cordova/Valdez	Valdez	35	44,541	109.3	8
7	Palmer/Wasilla	Palmer	26, 27, 28	42,568	104.5	14
8	Anchorage	Anchorage	10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25	40,743	100.0	18
9	Seward	Seward	8	42,010	103.1	16
10	Kenai/Cook Inlet	Kenai	7, 9	39,461	96.9	21
11	Kodiak	Kodiak	6	44,289	108.7	9
12	Aleutian Islands	U. Alaska/Dutch Harbor	40	47,305	116.1	1
13	Bristol Bay	Dillingham	39	44,959	110.4	6
14	Bethel	Bethel	39	46,665	114.5	3
15	Yukon/Kuskokwim	McGrath	36	42,702	104.8	13
16	Fairbanks/Fort Yukon	Fairbanks	29, 30, 31, 32, 33, 34	41,755	102.5	17
17	Barrow/Kotzebue	Kotzebue	37	45,204	111.0	5
18	Nome	Nome	38	43,145	105.9	12
19	Wade Hampton	St. Marys	38	46,719	114.7	2
N/A	N/A	Seattle Composite (CMP)	N/A	40,740	100.0	19
N/A	N/A	Seattle S2 - Redmond & Woodinville	N/A	42,033	103.2	15
N/A	N/A	Seattle S3 - Lakewood Center, Puyallup & Tacoma	N/A	39,445	96.8	22

Summary of Results and Findings:

The results of *The Runzheimer Plan of living Cost Standards* are the cost of living differentials for each of the 19 House Election Districts as compared to the cost of living in the Seattle Composite area. Table 2 summarizes these results. Runzheimer's detailed analysis of the living costs for each selected living community are provided in *The Runzheimer Plan of Living Cost Standards*, Section 2. Cost of Living Tables.

TABLE 2. COMPARISON OF THE RESULTS OF THE 1995 STUDY DIFFERENTIALS WITH THE 1972 AND 1985 DIFFERENTIALS						
1961 ELECTION DISTRICT		COST OF LIVING DIFFERENTIALS				
#	NAME	1972	1985		1995	
		INDEX	INDEX	CHANGE 1972-1985	INDEX	CHANGE 1985-1995
1	Ketchikan/Prince of Wales	1.000	1.02	0.020	1.141	0.121
2	Petersburg/Wrangell	1.035	0.98	(0.055)	1.068	0.088
3	Sitka	1.035	1.01	(0.025)	1.094	0.084
4	Juneau	1.000	1.03	0.030	1.081	0.051
5	Icy Strait/Lynn Canal	1.071	1.05	(0.021)	0.992	(0.058)
6	Cordova/Valdez	1.148/ 1.188	1.11	(0.038)	1.093	(0.017)
7	Palmer/Wasilla	1.035	0.94	(0.095)	1.045	0.105
8	Anchorage	1.000	1.00	0.000	1.000	0.000
9	Seward	1.071	1.00	(0.071)	1.031	0.031
10	Kenai/Cook Inlet	1.071	1.01	(0.061)	0.969	(0.041)
11	Kodiak	1.071	1.06	(0.011)	1.087	0.027
12	Aleutian Islands	1.272	1.26	(0.012)	1.161	(0.099)
13	Bristol Bay	1.272	1.29	0.018	1.104	(0.186)
14	Bethel	1.317	1.39	0.073	1.145	(0.245)
15	Yukon/Kuskokwim	1.363	1.29	(0.073)	1.048	(0.242)
16	Fairbanks/Fort Yukon	1.148/ 1.363	1.03	(0.118)	1.025	(0.005)
17	Barrow/Kotzebue	1.363	1.45	0.087	1.110	(0.340)
18	Nome	1.363	1.33	(0.033)	1.059	(0.271)
19	Wade Hampton	1.317	1.26	(0.057)	1.147	(0.113)
20	Seattle	0.867	0.86	(0.007)	1.000	0.140

The results of the 1995 geographic differential study when compared to the 1985 differentials indicate that the differentials changed in all districts. There were only four of the 19 districts where differentials changed by less than 3.5%, approximately the equivalent of one statutory

schedule pay step (AS 39.27.011.) Those four districts are: (1) Cordova/Valdez, (2) Seward, (3) Kodiak, and (4) Fairbanks/Fort Yukon.

In some cases the differentials changed substantially. For example, in four remote, rural districts which historically have had among the highest costs of living, the study indicated that the relative cost of living differentials declined by six or more pay steps in four election districts: (1) Bethel, (2) Yukon/Kuskokwim, (3) Barrow/Kotzebue, and (4) Nome. However, notwithstanding the declines in cost of living, Bethel and Barrow/Kotzebue remain among the five highest districts in terms of living costs.

The results of study when compared to the 1972 and 1985 geographic differentials yield additional findings:

- The relative cost of living in only two districts - District #1, Ketchikan/Prince of Wales, and District #4, Juneau - increased between both the 1972 and 1985 studies and the 1985 and 1995 studies. In general it appeared that while relative living costs were declining in much of the rest of the State, the relative cost of living was increasing for employees in S.E. Alaska with the exception of the Icy Strait/Lynn Canal district which is experiencing a slump in the cost of housing and had the lowest home market values and housing expense differentials for the state.
- In contrast nine election districts showed sustained relative declines between both the 1972 and 1985 studies and the 1985 and 1995 studies. These districts included: District #5, Icy Strait/Lynn Canal; District #6, Cordova/Valdez; District #10, Kenai/Cook Inlet; District #11, Kodiak; District #12, Aleutian Islands; District #15, Yukon/Kuskokwim; District #16, Fairbanks/Fort Yukon; District #18, Nome; and, District #19, Wade Hampton.
- Predictably, the relative cost of living in Seattle has increased and is now for the first time equivalent to Anchorage living costs.
- Not as predictably, the relative cost of living for two election districts in Alaska - District #5, Icy Strait/Lynn Canal; and District #10, Kenai/Cook Inlet - has fallen below the Seattle cost of living.

In summary, the results of the geographic differential study indicate substantial changes for most election districts in relative living costs. While the cost of living differentials have in general increased in S.E. Alaska, they have declined in many rural districts.

RECOMMENDATIONS:

1. The provisions of AS 39.27.020 should be amended and the geographic base for determining cost of living differentials should be changed from the 1961 election districts to the 1994 election districts.

2. Change the differential pay system in AS 39.27.020(a) to a three tiered system based on the results of the most recent geographic differential study. The Anchorage election districts would be established as the base for determining relative living cost differentials. The tiers are described as follows:

Tier 1. All election districts where the living cost differential is within +/- 3.5% of the Anchorage cost of living index. Employees in these districts would receive the base pay without any differential.

Tier 2. Employees in districts where the living cost index is within +/- 3.5% of 7% greater than Anchorage employees in these districts would receive a 7% differential.

Tier 3. Employees in districts where the living cost index is within +/- 3.5% of 14% greater than Anchorage districts would receive a 14% differential.