

ALASKA LEGISLATURE SPECIAL COMMITTEE/SUBJECT FILES 8672

2428 SCOM 101 LONG RANGE FINANCIAL PLANNING COMMISSION, 1995

Table 29

**Historical Crude Oil Spot Prices
For Alaska North Slope Crude and Domestic Marker
(\$/Barrel)**

<u>FY</u>	<u>ANS at West Coast</u>	<u>ANS at Gulf Coast</u>	<u>ANS at Lower 48</u>	<u>WTI</u>
1981	.	34.92	34.92	.
1982	.	32.04	32.04	32.98
1983	.	30.31	30.31	32.52
1984	.	29.23	29.23	30.59
1985	.	27.89	27.89	28.15
1986	.	22.03	22.03	23.11
1987	.	15.05	14.98	16.14
1988	16.12	16.97	16.45	18.53
1989	14.61	15.21	14.80	16.93
1990	17.22	17.66	17.34	20.06
1991	21.57	22.21	21.72	24.95
1992	16.64	17.81	16.88	20.69
1993	17.83	18.53	17.93	20.69
1994	14.05	15.03	14.22	16.69

Source: Platt's Oilgram Price Report

Table 30

**Historical Crude Oil Production
For Alaska North Slope Crude and Cook Inlet
(Million bbl/day)**

<u>FY</u>	<u>ANS</u>	<u>Cook Inlet</u>	<u>TOTAL</u>
1978	0.702	0.144	0.846
1979	1.197	0.131	1.328
1980	1.422	0.109	1.531
1981	1.511	0.093	1.604
1982	1.570	0.080	1.650
1983	1.627	0.073	1.700
1984	1.657	0.065	1.722
1985	1.694	0.055	1.749
1986	1.802	0.045	1.847
1987	1.849	0.047	1.896
1988	2.005	0.043	2.048
1989	1.960	0.043	2.003
1990	1.853	0.033	1.886
1991	1.799	0.040	1.839
1992	1.791	0.042	1.833
1993	1.687	0.041	1.728
1994	1.602	0.038	1.639

In accordance with AS 37.07.060(b)(4), the Revenue Sources Book is compiled biannually by the Department of Revenue to assist the Governor in formulating a proposed comprehensive financial plan for presentation to the State Legislature. Within the publication are shown prior year actuals, revised current year estimates, and future year projections.

Anticipated State income is projected through the use of a number of data sources: 1) econometric models developed by the Department of Revenue to forecast unrestricted non-petroleum revenues, 2) a petroleum revenue model created by the Department's Oil and Gas Audit Division, and 3) estimates from individual State agencies.

The Department of Revenue thanks the various State agencies for their cooperation in computing anticipated revenues for publication in this document.

This publication was released by the Department of Revenue, produced at a cost of \$1.83 per copy to assist the Governor in formulating a proposed comprehensive financial plan for presentation to the State Legislature, and printed in Anchorage, Alaska. This publication is required by AS 37.07.060.

SCOMM

101:97

A 12 Year Review Of Government Financing

By Representative Terry Martin, Chairman
Legislative Budget & Audit Committee
(August 28, 1995)

As we look into the future financing of the State of Alaska's government, it would be most valuable to assess what past financing resources have been utilized and what is the present impact of the population. Have the financial policies of the State changed the population that is served or have the special forces that demand appropriation increased/decreased financial policies.

It is my view that our future can be best anticipated by reviewing the past and present spending patterns of previous legislatures over the last decade. Such a review, if objectively maintained, will reveal the good, bad and indifferent decisions that have been made. It is hard to imagine where we are going if we have not evaluated where we have been and what we have experienced in the accounting of Alaska's past revenues.

Under the Powers (Sec. 24.20.201) and Duties (Se. 24.20.206) of the Legislative Budget & Audit, I submit the following information for your review and analysis as we prepare for the future:

- 1) A comparison of four budgets over the last decade (FY85, FY90, FY95 and FY96) to assess what trends have developed.
- 2) A decade sketch of Alaska's population trends to answer the question of whether the fiscal policies of the State are shaping the population or the population, through special interests and philosophical agendas, is shaping the budget.
- 3) A multi-year comparison of the acceleration of off-budget amendments to equate the full cost of state government for a new year. In addition to determining what agencies are truly receiving decreased funding or a heavier layer of "icing on the cake".

(CHART I - 12 Years of State Operating Expenditures)

When the public is presented a budget, the format is usually arranged by the 14 state departments, the Governor's office, and the State Legislature. If we limit our evaluation to general fund expenditures over the past decade, we find very dramatic trends. At the bottom of the budget sheet, basic government operation

has decreased -10%, while formula programs have increased +33% for an overall increase of +8%.

Limited to new general fund revenues, one can see that the oil industry pays 85% of the State's budget. But later, you will find that the other sources of revenue are not being adequately interfaced into the annual revenue sources, such as program receipts or with respect to the shifting from general funds to other revenue sources.

You have heard in the past, especially during the 1995 Legislative Session when HB288 was passed, that we "cannot cut anymore!". I'm sure you will witness this in the '96 Session. But any reasonable person should give serious evaluation to the formula program's growth which is tremendously higher proportionately than the population increase of +14% over the last 12 years. The increase in Medicaid of +397% is alarming. What is happening? Is the generosity of Alaska's welfare system victimizing the future financial stability of the State?

Before one becomes critical of the modest, if not minuscule reductions in our public assistance programs, he should first become fully aware of how great a commitment Alaska has made to our State's needy residents. The Department of Health & Social Services' budget for FY95 was \$441.6 million; for fiscal year '94 it was \$406.0 million. The so-called "cut" was from the Department's recommendation of \$468.5 for the fiscal year of 1995. Thus, there was an overall increase of \$35 million.

The cost of living in Alaska ranges between 10% and 22% higher than the State of Washington. Salary studies show that earned wages in Alaska are 10% to 30% higher in Alaska as well. However, Alaska's monthly aid to families with dependent children payment for one adult and one child is 92% higher than that in Washington. Alaska pays \$845. Washington pays \$440, California pays \$560, and Nevada pays \$293. No state in the Union is as generous as Alaska. There must be a limit to the generosity the legislators commit to with the public's money. The growth of entitlement programs must be curtailed, lest all citizens would stop working for their own welfare.

In California, where the cost of living in larger cities is on par with much of Alaska, AFDC payments were reduced by -7% last year. The California payment is now about 36% lower than Alaska. The same holds true for adult public assistance. The Alaska payment for a qualifying adult is \$374. Combined with the federal SSI payment of \$434, which is the same in all states, our qualifying adults can receive \$808 per month. That amount is 75% higher than Washington, 62% higher than Idaho, 85% higher than Oregon, and 30% higher than California.

Most senior citizen recipients over the age of 65 also receive the Longevity Bonus payment of \$250 per month, escalating their monthly income to \$1058 per month.

Needless to say, our Alaskan senior citizens receive the best care in the nation today.

In light of these numbers, compare the general fund increases and decreases over the decade to the population statistics for Alaska over the same period. It is through these statistics that we see some unexpected shifting and trends with the population character of which I believe need our attention. Why the low infancy rate? Why the 22% loss of our young adult (18 - 34 years old) workforce? What will Alaska do when the labor pool runs dry? The young adult workers are leaving the State. What type of future are we offering to them - only service jobs to assist the welfare class and provide services to the elderly as they age and need more medical and long term care! No matter how much we advocate local hire, when will we realize what is happening to the young adult workforce and open a job market? Unfortunately, at our current rate we will have to import. There is a limited labor force to draw from while the State lacks developmental policies to attract and hold on to young workers.

Is there a message we should answer from this most productive segment of a society? Have the no-growth policies of the State discouraged the young adults. With the recent shutdown of our timber industry, will there be an accelerated drop in the new work-age of Alaskans? What group left the State when the oil industry downsized? How many thousands of young military families will leave this year due to downsizing?

Alaska's population is attracting older and older residents at a much faster rate than compared to national demographics. What State policy changes or federal mandates have caused the tremendous increase of individuals and families on various welfare programs to increase to the current phenomenal level?

Now look at the graphs and the two sheets of other revenue resources. For the fiscal year 1985 you should note there are 29 line items to finance the total State budget of \$2,615,168.3. For the fiscal year 1990 there are 52 line items of revenue resources for a spending total of \$2,906,444.2. From FY91 to FY95 there were 10 more items added to the "off budget" revenue sources and for the FY96 budget 3 new categories added, totaling \$3,853,274.8 for a full evaluation of Alaska's spending plan. Currently there are 34 "reserve funds". I think we have produced a serious constitutional problem called *dedicated funds*. (Review Article IX, Section 7, of Alaska's Constitution).

How petty and trivial we appear when we debate the question of whether this year's budget is \$25 million over or \$46 million under last years budget. Ironically, we appear to be blinded from the fact of having \$800 million in "off-budget" items.

While the Legislature and the Governor have been telling the public the state operating budget has been cut -- or at best, held in check -- over the past few

years, they have only been showing spending from general fund. For general fund spending, this, in fact, is true.

However, this has not meant that the state programs and services have been cut. Instead, the budget reports show that we have been playing a shell game by simply moving the funding source for programs and services out of the general fund and into newly titled fund sources.

Here are some examples:

- Until 1990, the Alaska Marine Highway system was funded entirely from the general fund. The fees collected by the ferry system went into the state general fund and were returned to the ferry system plus an additional amount of subsidy from the general fund. In 1990, the legislature created the Alaska Marine Highway System Fund, which now captures all the fees generated by the ferries and categorizes them outside of the general fund. In the FY96 "off-budget" this is estimated to be over \$46 million.
- Until 1993, the Power Cost Equalization (PCE) program (a subsidy for rural electrical rates) was funded from the general fund. In the 1993 session, the legislature created the Power Cost Equalization Fund and endowed it with \$66 million from the general fund. Since 1993, PCE has been funded from this account. In the FY96 "off-budget", this program cost \$19.3 million as an "off-fund".
- Until 1992, the Agricultural and Forestry Experimental Stations at the University of Alaska were funded from the general fund. During the 1992 session, the legislature changed the statute of the Alaska Science and Technology Fund to allow expenditures to be made from that fund for the stations. Since that time, the \$3 million annual cost of the stations has been shifted from the general fund to the Technology Fund and considered an "off-fund".

In each of these examples, what we are seeing is programs and services shifted out of the general fund. In other words, the programs and services did not get cut, and, in some cases, actually received funding increases. However, since state legislatures' only display unrestricted general fund numbers to the public, state budgets were presented below their true allocations.

When you add into the annual budget the "off-budget" amendment it becomes apparent that the citizens are directly paying for the services they want. And this, from my perspective, is the way it ought to be. The public is paying for State Park usage, students are paying for a higher percentage of their college education, business people are paying for documents they need to enhance their profit line, knowledge has value, and environmentalists are sometimes forced to pay 10 cents per sheet of minutes for the voluminous amounts of unending meeting on the theoretical, hypotheses and triviamania.

User fees over the past decade have been the major way the Legislature chose to close the increased gap of revenue shortfalls covering the true increased size of government and its institutions. Some of this is justifiable, but why not inform the public.

In addition to the amount appropriated to the University of Alaska from the general fund and federal funds in the FY85 operating budget bill, the university had additional funding sources totaling \$65,610.7. Much of this money was generated from student fees, dormitory receipts, indirect cost recovery, and research grants. The FY96 operating budget bill authorized \$146,471.7 from these additional funding sources -- an increase of over +\$80 million. Over the same period, however, the state general fund support to the university remained basically the same -- rising from \$166.9 million in FY85, to \$167.3 million in FY96.

In truth, the public has been paying for the increases in the budget for services they want via user fees. If we properly account for the user fees and other "off-budget" sources of revenue, we can more realistically evaluate how dependent we are as a state still relying on our oil and gas resources to maintain the cost of government.

Looking at the total budget, today we see that user fees and other "reserve funds" minus the CBR - are paying for 30% to 35% of the budget and the above referenced natural resources have gone down from an 85% dependency to a 55%. This is not to diminish the importance of the oil industry to Alaska's economy, for we surely need to enhance more exploration to insure the stability of these revenues. However, it does point out to the public that they have been paying for the hidden government growth that we have been allowing to go "off-budget" over the last decade.

Fiscal Year	Oil Revenues	Total GF Unrestricted Revenues	Percent of Unrestricted Revenues
85	2743.5	3260.0	84%
86	2657.9	3075.5	86%
87	1394.5	1799.4	77%
88	1949.6	2305.8	85%
89	1840.4	2186.2	84%
90	2121.4	2507.2	85%
91	2571.8	2986.6	86%
92	2007.4	2462.6	82%
93	2684.9	3081.6	87%
94	1292.7	1652.5	78%
95	1562.5	1885.2	83%

Too many distortions are created when the total financial resources are not received in one picture. Over the years, the shell game of shifting sources of revenue has proliferated to an intolerable acceptance level, approaching \$800

million. This absence from public scrutiny has been disastrous as an element in controlling growth of state government. It has mislead the evaluation of certain aspects of government services receiving large portions of the total finances of the State, i.e., education K-12 usually is berated for using as much as 31% of the budget. However, if one compares this segment of the annual budget with all components, 22% becomes a much less "offensive" result. The same evaluation can be adjusted for other large components of the budget, i.e., senior citizen allocations and Medicaid.

Look at the past to see what financial trends have taken place and perhaps guide us into planning for the future. The findings should be of concern to everyone, especially if the public is going to be asked to give a green light for new revenue enhancements to fill up a theoretical revenue gap.

We must make changes in the way the budget is presented to the people. There are other sources of monies and expenditures not discussed in this scenario that have an economic impact (ie. the \$100 million from the Valdez oil settlement per year for 10 years). Also, this report has not addressed capital spending, where such things as the \$29 million from AHFC (after the \$70 million) for the University of Alaska, Fairbanks' student housing is contained. The project is worthy of support, but instead we strip it away from what we tell the public we have spent. In addition, we should not forget the annual earnings of the Permanent Fund which are used to fund the dividend program to the tune of over \$550 million. When the total is compiled, the State's budget surpasses \$6 billion for 606,000 individuals. This leaves me wondering....where's my share?

With a fuller understanding of the present financing of Alaska's governmental system, we can develop better methods of funding State programs in the future. Clearly, there is no simple one-step solution.

FORMULA and NON-FORMULA FUNDED PROGRAMS
Unrestricted General Fund and Constitutional Budget Reserve

DEPARTMENT	FY85 Actual	FY90 Actual	FY95 Auth	FY96 Auth	FY96-FY85	%
Governor	22,627.6	15,208.1	18,123.9	16,103.9	(6,523.7)	-29%
Administration	108,870.6	76,237.9	78,209.5	74,360.5	(34,510.1)	-32%
Longevity Bonus program	46,962.5	57,172.7	72,709.9	72,152.6	25,190.1	54%
Leasing/Facilities	36,339.8	24,752.8	26,045.0	24,062.1	(12,277.7)	-34%
Law	16,756.5	44,200.1	49,239.2	36,581.5	19,825.0	118%
Revenue	21,504.7	12,300.5	12,951.6	12,480.7	(9,024.0)	-42%
Shared Taxes	90,624.6	18,839.9	19,105.4	24,571.4	(66,053.2)	-73%
Education	106,416.7	30,807.7	32,247.8	27,319.8	(79,096.9)	-74%
K-12 Foundation Formula	503,279.1	505,489.3	642,853.7	660,309.4	157,030.3	31%
Health & Social Services	143,948.4	171,818.8	194,332.8	194,968.0	51,019.6	35%
AFDC	22,012.0	28,561.1	59,385.4	58,796.6	36,784.6	167%
Adult Public Assistance	13,082.0	19,103.4	35,648.7	39,494.5	26,412.5	202%
General Relief Assistance	569.0	1,261.3	991.9	1,041.9	472.9	83%
Old Age Asst-ALB Hold Harmless	0.0	4,262.7	2,402.1	2,298.1	2,298.1	100%
PFD Hold Harmless	4,178.3	0.0	0.0	0.0	(4,178.3)	-100%
Medicaid	28,714.2	66,996.4	131,233.1	142,762.7	114,048.5	397%
Medicaid Asst-ALB Hold Harmless	0.0	1,133.0	65.7	25.7	25.7	100%
Waiver Services	0.0	0.0	2,309.3	2,256.3	2,256.3	100%
General Relief Medical	10,051.7	6,067.2	6,584.5	5,311.1	(4,740.6)	-47%
FSA Child Care Benefits	0.0	0.0	2,094.2	2,227.2	2,227.2	100%
Foster Care	0.0	8,197.7	8,973.4	7,937.1	7,937.1	100%
Subsidized Adoptions/Guardians	0.0	0.0	3,093.3	4,079.6	4,079.6	100%
Social Services Block Grant	(4,227.1)	(5,926.1)	(6,394.7)	(6,310.8)	(2,083.7)	49%
Labor	12,730.3	10,816.9	9,479.3	9,177.2	(3,553.1)	-28%
Commerce & Economic Development	47,100.9	36,505.5	39,549.1	37,073.4	(10,027.5)	-21%
Fisheries Enhancement/PCE	14,263.1	30,267.0	4,624.8	5,516.0	(8,747.1)	-61%
Military & Veteran Affairs	4,707.3	12,274.1	14,469.9	5,811.4	1,104.1	23%
Nat'l Guard Retirement	1,418.3	1,191.3	1,104.4	1,104.4	(313.9)	-22%
Natural Resources	62,711.1	49,699.6	51,787.6	43,307.4	(19,403.7)	-31%
Fish & Game	51,722.4	46,501.4	41,720.5	40,522.0	(11,200.4)	-22%
Public Safety	78,475.5	76,995.9	89,881.9	85,098.5	6,623.0	8%
Transportation	177,424.7	174,896.2	131,543.2	130,764.6	(46,660.1)	-26%
Environmental Conservation	12,165.9	18,067.4	18,477.2	17,928.4	5,762.5	47%
Community & Regional Affairs	76,788.1	29,474.2	33,119.9	30,602.9	(46,185.2)	-60%
Senior Citizen Tax Relief	4,292.3	3,201.9	1,500.0	1,500.0	(2,792.3)	-65%
Municipal Assist/Rev Sharing	60,575.0	90,940.0	62,613.5	58,230.7	(2,344.3)	-4%
Corrections	70,771.1	95,771.9	122,934.6	129,487.4	58,716.3	83%
University	166,970.1	161,014.6	170,502.5	167,361.7	391.6	0%
Courts	38,807.5	39,293.0	45,579.6	46,242.4	7,434.9	19%
Legislature	35,276.3	30,869.5	34,995.6	30,845.6	(4,430.7)	-13%
Non-formula Total	1,255,775.7	1,132,753.3	1,189,145.7	1,136,037.3	(119,738.4)	-10%
Formula Total	832,134.8	861,511.6	1,076,943.6	1,107,366.6	275,231.8	33%
TOTAL	2,087,910.5	1,994,264.9	2,266,089.3	2,243,403.9	155,493.4	7%

ALASKA POPULATION STATISTICS

	<u>FY85</u>	<u>FY90</u>	<u>FY95</u>	<u>10 Year Growth</u>
State Total	541,300	553,600	606,278	10.72%
0 - 4 Years Old	59,980	54,983	57,307	-4.66%
% of total	11.08%	9.93%	9.45%	
5 - 13 Years Old	77,809	87,564	95,963	18.92%
	14.37%	15.82%	15.83%	
14 - 17 Years Old	31,698	30,444	34,081	6.99%
	5.86%	5.50%	5.62%	
18 -24 Years Old	69,206	56,381	62,537	-10.66%
	12.79%	10.18%	10.31%	
25 - 34 Years Old	127,974	113,450	115,457	-10.84%
	23.64%	20.49%	19.04%	
SUB-TOTAL	366,667	342,822	365,345	-0.36%
% of total	67.74%	61.93%	60.26%	

35 - 44 Years Old	86,068	104,232	114,569	24.88%
	15.90%	18.83%	18.90%	
45 - 54 Years Old	43,569	54,442	68,170	36.09%
	8.05%	9.83%	11.24%	
55 - 64 Years Old	28,043	29,645	31,213	10.16%
	5.18%	5.35%	5.15%	
65 +	16,953	22,459	26,981	37.17%
	3.13%	4.06%	4.45%	
SUB-TOTAL	174,633	210,778	240,933	27.52%
% of total	32.26%	38.07%	39.74%	

	<u>FY85</u>	<u>FY90</u>	<u>FY95</u>	
<u>Incarcerated Population</u>	2,073	2,713	3,252	36.25%
<u>Student Enrollment</u>	106,840	107,498	124,474	14.17%

Public Assistance Caseloads

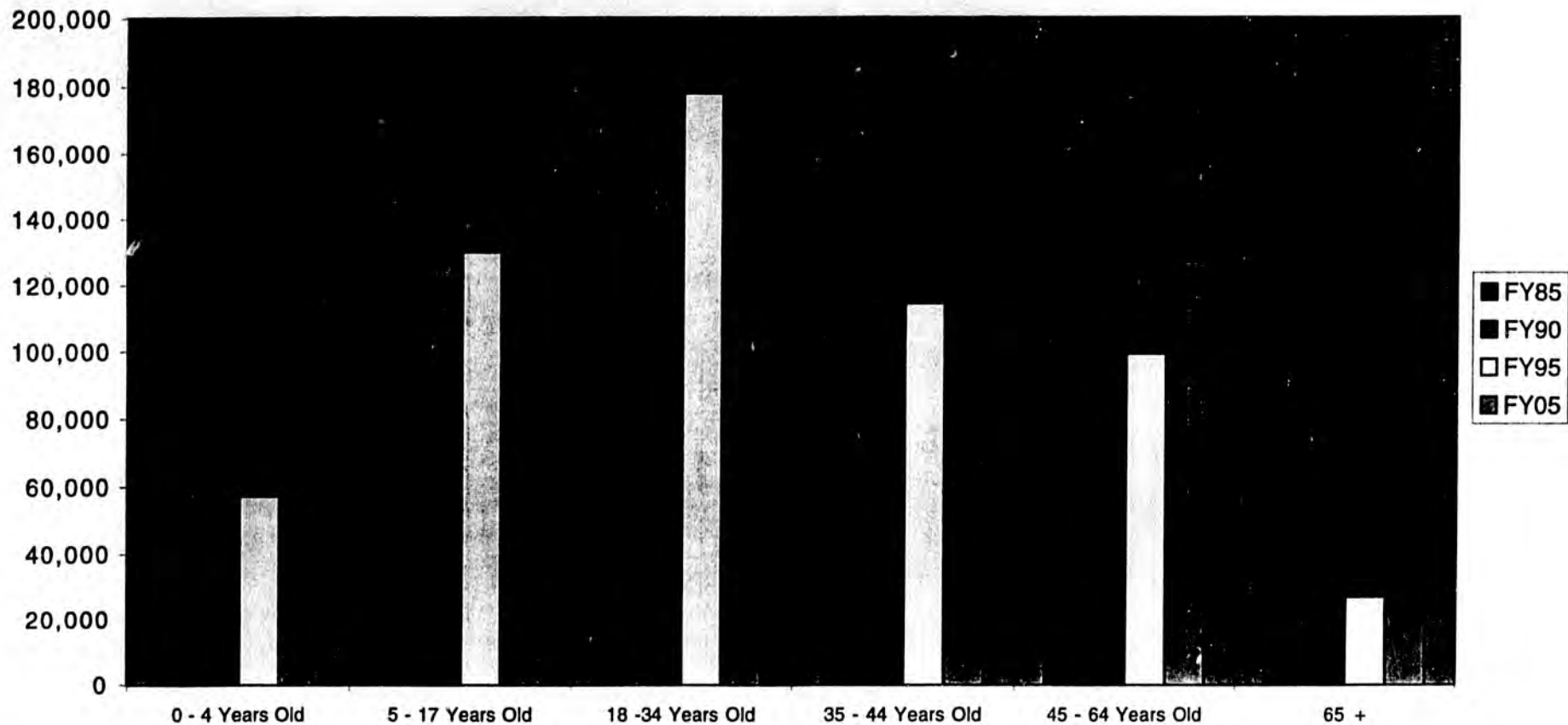
AFDC	6,373	7,549	13,329	52.19%
Adult Public Assistance	4,873	6,918	10,236	52.39%
Food Stamps	7,208	8,619	15,860	54.55%

<u>State Employees Count</u>	<u>FY85</u>	<u>FY90</u>	<u>FY95</u>	<u>FY96</u>
Full Time	16,577	16,457	17,338	17,477
Part Time	3,030	3,296	2,949	2,843
Temp	566	1,283	1,232	1,147

- Incarcerated population is based on the Depart. of Corrections annual daily average.
- The student enrollment numbers are based on estimates provided by the Department of Education.
- The state employee number is taken from the Legislative Finance Division reporting system.

Alaska Population Trends

The Aging of Alaska



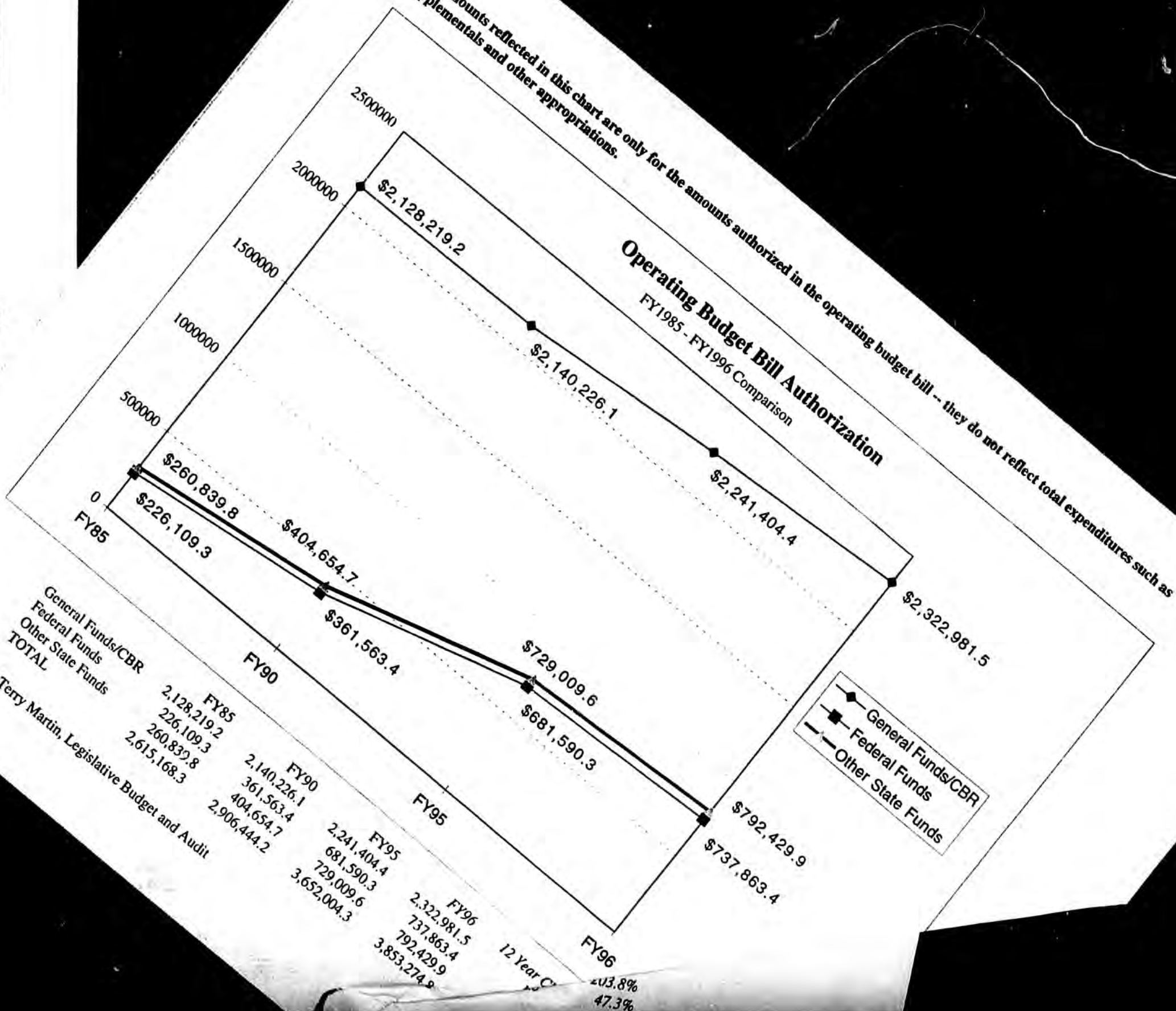
	<u>FY85</u>	<u>FY90</u>	<u>FY95</u>	<u>FY05</u>
<u>Alaska Population</u>	541,300	553,600	606,278	671,256
0 - 4 Years Old	59,980	54,983	57,307	54,634
5 - 17 Years Old	109,507	118,008	130,044	150,581
18 - 34 Years Old	197,180	169,831	177,994	158,808
35 - 44 Years Old	86,068	104,232	114,569	143,070
45 - 64 Years Old	71,612	84,087	99,383	127,154
65 +	16,953	22,459	26,981	37,009

Prepared by Rep. Terry Martin
8/18/95

Prepared by Rep. Terry Martin
8/18/95

The amounts reflected in this chart are only for the amounts authorized in the operating budget bill -- they do not reflect total expenditures such as supplements and other appropriations.

Operating Budget Bill Authorization FY1985 - FY1996 Comparison



General Funds/CBR
Federal Funds
Other State Funds
TOTAL

Prepared by Rep. Terry Martin, Legislative Budget and Audit

FY85
2,128,219.2
226,109.3
260,839.8
2,615,168.3

FY90
2,140,226.1
361,563.4
404,654.7
2,906,444.2

FY95
2,241,404.4
681,590.3
729,009.6
3,652,004.3

FY96
2,322,981.5
737,863.4
792,429.9
3,853,274.8

CORRECTION

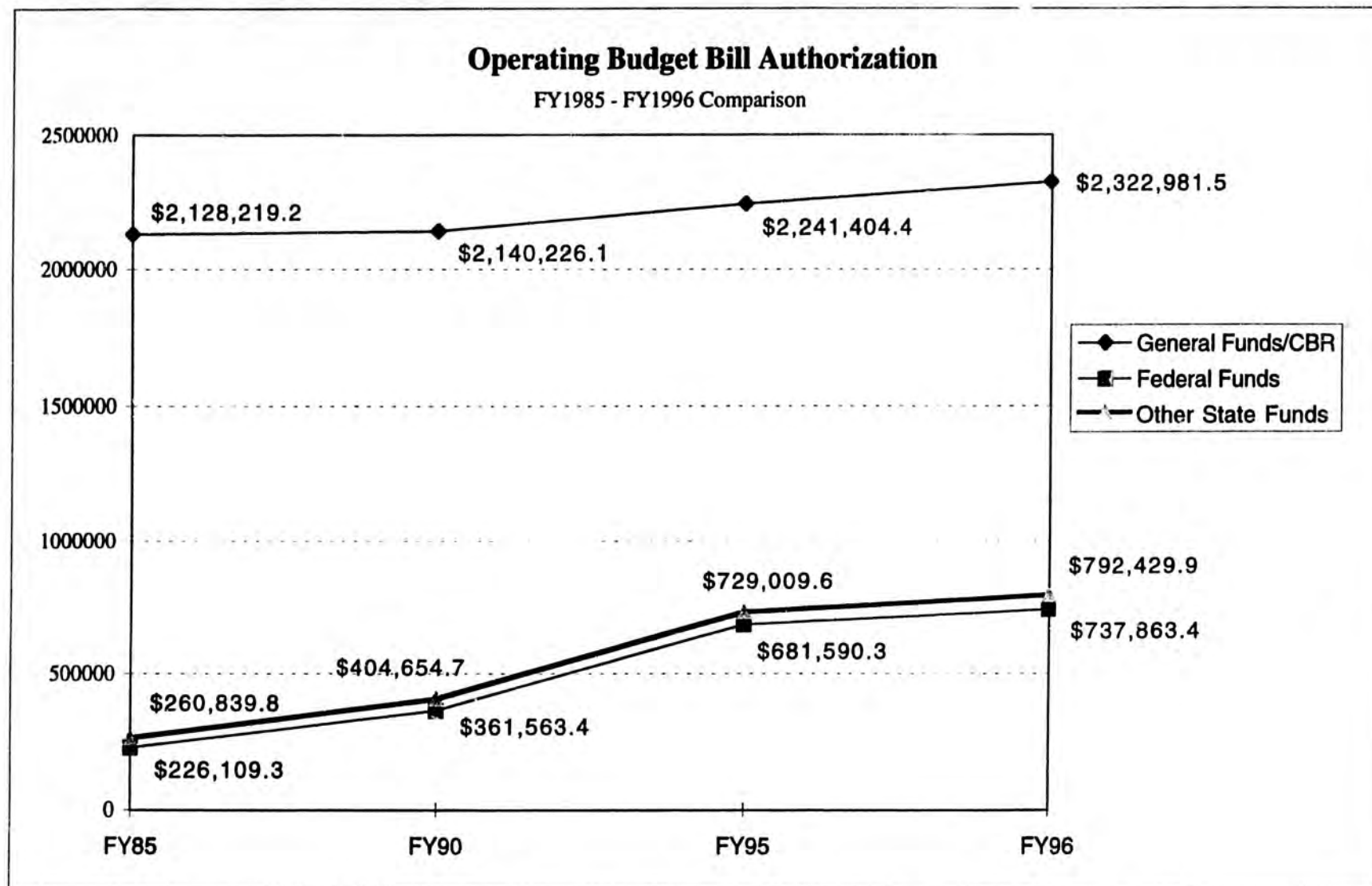
**THE FOLLOWING DOCUMENT(S)
HAVE BEEN REFILMED TO
ASSURE LEGIBILITY OR PAGINATION**



Rev. 6/98

Central Microfilm Services
Department of Education
State of Alaska

The amounts reflected in this chart are only for the amounts authorized in the operating budget bill -- they do not reflect total expenditures such as supplementals and other appropriations.



	FY85	FY90	FY95	FY96	12 Year Change	% Change
General Funds/CBR	2,128,219.2	2,140,226.1	2,241,404.4	2,322,981.5	194,762.3	9.2%
Federal Funds	226,109.3	361,563.4	681,590.3	737,863.4	511,754.1	226.3%
Other State Funds	260,839.8	404,654.7	729,009.6	792,429.9	531,590.1	203.8%
TOTAL	2,615,168.3	2,906,444.2	3,652,004.3	3,853,274.8	1,238,106.5	47.3%

FY85		FY90	
Chapter 122, SLA 1984		Chapter 116, SLA 1989	
Federal Receipts	209,838.1	Federal Receipts	334,998.8
General Fund Match	72,344.0	General Fund Match	119,016.6
General Fund	2,004,869.4	General Fund	1,927,921.7
Inter-Agency Receipts	133,688.0	General Fund/Program Receipts	51,612.7
Agricultural Revolving Loan Fund	655.3	General Fund/Mental Health Trust	41,675.1
FICA Administration Fund Account	105.5	Interagency Receipts	104,757.4
Fish and Game Fund	7,898.6	U/A Interest Income	2,449.5
Highway Working Capital Fund	28,559.2	Donated Commodity/Handling Fee Acct	207.7
International Airport Revenue Fund	29,594.0	U/A Dormitory/Food/Auxiliary Service	15,034.2
Program Receipts	51,005.8	Grain Reserve Loan Fund	48.6
Public Employees Retirement Fund	3,320.5	Agricultural Loan Fund	1,365.9
School Fund	2,500.0	State Corporation Receipts	25,754.9
Second Injury Fund Reserve Account	2,187.6	FICA Administration Fund Account	64.9
Disabled Fisherman's Reserve Account	1,473.7	Fish and Game Fund	9,118.7
Surplus Property Revolving Fund	194.0	Highway Working Capital Fund	19,754.3
Teachers Retirement System Fund	2,668.7	International Airport Revenue	40,769.7
Veterans Revolving Loan Fund	707.5	Public Employees Retirement Fund	7,462.5
Commercial Fishing Loan Fund	187.7	School Fund	2,700.0
Student Fees, U. of A.	15,663.5	Second Injury Fund Reserve Acct	3,264.8
Indirect Cost Recovery	7,324.8	Disabled Fishermans Reserve Acct	1,226.9
Donated Commodity Handling Fee Account	148.5	Surplus Property Revolving Fund	133.0
Judicial Retirement System	32.5	Teachers Retirement System Fund	4,980.9
Public Law 81-874/General Fund	12,044.1	Veterans Revolving Loan Fund	434.0
National Guard Retirement System	26.8	Commercial Fishing Loan Fund	1,107.6
Title 20	4,227.1	U/A Student Tuition/Fees/Services	20,614.4
Restricted Receipts, U. of A.	19,421.8	U/A Indirect Cost Recovery	6,413.0
Training and Building Fund	763.1	Surety Fund	145.4
Permanent Fund Dividend Fund	3,015.5	Judicial Retirement System	34.3
Correctional Industries Fund	703.0	Public Law 81-874	20,638.5
TOTAL	2,615,168.3	National Guard Retirement System	28.3
		Title XX	5,926.1
		University Restricted Receipts	29,763.1
		Training and Building Fund	564.1
		Permanent Fund Dividend Fund	16,800.9
		Oil/Hazardous Response Fund	4,371.8
		Small Business Loan Fund	52.1
		Tourism Revolving Loan Fund	40.2
		Correctional Industries Fund	2,737.3
		Capital Improvement Project Receipts	69,967.8
		Power Project Fund	76.0
		National Petroleum Reserve	937.0
		Housing Assistance Loan Fund	2,946.4
		Rural Electrification Loan Fund	44.0
		Public School Fund	7,189.2
		Mining Revolving Loan Fund	231.3
		Child Care Revolving Loan Fund	54.5
		Historical District Revolving Loan Fund	9.3
		Fisheries Enhancement Revolving Loan	288.8
		Alternative Energy Revolving Loan Fund	357.1
		Residential Energy Conservation Loan Fnd	278.5
		Bulk Fuel Revolving Loan Fund	74.4
		Permanent Fund Earnings Reserve	3,500.0
		TOTAL	2,906,444.2

FY95		FY96	
Chapter 3, FSSIA 1994 & Chapter 14, SIA 1994		Chapter 94, SIA 1995 & Chapter 103, SIA 1995	
Federal Receipts	653,164.0	Constitution Budget Reserve	17,691.5
General Fund Match	219,520.1	Federal Receipts	710,536.1
General Fund Receipts	1,824,395.0	General Fund Match	227,205.8
General Fund/Program Receipts	82,369.1	General Fund Receipts	1,879,373.1
General Fund/Mental Health Trust	115,100.2	General Fund/Program Receipts	83,984.8
Inter-Agency Receipts	158,793.0	Inter-Agency Receipts	192,818.3
University of Alaska Interest Income	2,780.6	University of Alaska Interest Income	2,801.4
Alaska Education Trust Fund	44.6	Alaska Education Trust Fund	19.7
Alcoholism & Drug Abuse Revolving Loan	2.0	Alcoholism & Drug Abuse Revolving Loan	2.0
Donated Commodity/Handling Fee	358.6	Donated Commodity/Handling Fee	358.6
U/A Dormitory/Food/Auxiliary Service	20,900.6	U/A Dormitory/Food/Auxiliary Service	23,984.8
Federal Incentive Payments	2,084.1	Federal Incentive Payments	3,093.9
Benefits Systems Receipts	4,111.9	Benefits Systems Receipts	4,005.8
Agricultural Loan Fund	1,389.2	Agricultural Loan Fund	1,429.0
State Corporation Receipts	51,498.8	State Corporation Receipts	60,501.3
Fish and Game Fund	17,269.8	FICA Administration Fund Acct	90.8
Science & Technology Endowment	13,301.2	Fish and Game Fund	19,293.9
Highway Working Capital Fund	22,605.8	Science & Technology Endowment	12,508.0
International Airport Revenue	38,121.4	Highway Working Capital Fund	22,605.9
Public Employees Retirement Fund	13,411.3	International Airport Revenue	44,237.7
Second Injury Fund Reserve Acct	2,472.4	Public Employees Retirement Fund	15,110.8
Disabled Fishermans Reserve Acct	1,290.7	Second Injury Fund Reserve Acct	2,831.7
Surplus Property Revolving Fund	274.8	Disabled Fishermans Reserve Acct	1,290.7
Teachers Retirement System Fund	9,236.9	Surplus Property Revolving Fund	274.8
Veterans Revolving Loan Fund	282.1	Teachers Retirement System Fund	9,953.5
Commercial Fishing Loan Fund	2,069.7	Veterans Revolving Loan Fund	238.0
U/A Student Tuition/Fees/Services	52,308.0	Commercial Fishing Loan Fund	2,431.1
U/A Indirect Cost Recovery	14,284.6	General Fund/Mental Health	114,726.3
Real Estate Surety Fund	118.2	U/A Student Tuition/Fees/Services	53,842.2
Judicial Retirement System	132.5	U/A Indirect Cost Recovery	16,273.0
Public Law 81-874	22,031.6	Real Estate Surety Fund	175.3
National Guard Retirement System	62.8	Judicial Retirement System	139.9
Title XX	6,394.7	Public Law 81-874	21,016.5
University Restricted Receipts	50,052.6	National Guard Retirement System	68.5
Training and Building Fund	634.4	Title XX	6,310.8
Permanent Fund Dividend Fund	28,472.1	University Restricted Receipts	46,738.2
Rural Development Initiative Fund	95.4	Training and Building Fund	634.4
Oil/Hazardous Response Fund	12,791.5	Permanent Fund Dividend Fund	29,052.6
Investment Loss Trust Fund	44.7	Rural Development Initiative Fund	95.4
State Employment & Training Program	3,648.5	Oil/Hazardous Response Fund	12,061.4
Inter-agency/Oil & Hazardous Waste	2,687.1	Investment Loss Trust Fund	18.7
Small Business Loan Fund	26.6	State Employment & Training Program	3,781.2
Correctional Industries Fund	2,250.6	Inter-agency/Oil & Hazardous Waste	1,936.5
Capital Improvement Project Receipts	77,570.4	Small Business Loan Fund	8.0
Power Project Loan Fund	725.6	Correctional Industries Fund	2,250.6
National Petroleum Reserve	600.0	Capital Improvement Project Receipts	79,616.2
Public School Fund	384.0	Power Project Loan Fund	667.0
Mining Revolving Loan Fund	175.4	National Petroleum Reserve	50.0
Child Care Revolving Loan Fund	17.0	Public School Fund	2,775.2
Historical District Revolving Loan Fund	2.9	Mining Revolving Loan Fund	9.0
Fisheries Enhancement Revolving Loan Fnd	253.1	Child Care Revolving Loan Fund	6.5
Alternative Energy Revolving Loan Fund	290.5	Historical District Revolving Loan Fund	3.0
Residential Energy Conservation Loan Fnd	32.4	Fisheries Enhancement Revolving Loan Fund	271.7
Bulk Fuel Revolving Loan Fund	48.7	Alternative Energy Revolving Loan Fund	276.2
Alaska Clean Water Loan Fund	149.8	Residential Energy Conservatn Loan Fund	11.9
Marine Highway System Fund	74,048.6	Bulk Fuel Revolving Loan Fund	48.7
Gifts/Grants/Bequests	605.2	Alaska Clean Water Loan Fund	296.5
Storage Tank Assistance Fund	3,991.3	Marine Highway System Fund	74,347.7
Information Service Fund	21,570.6	Gifts/Grants/Bequests	1,976.5
Power Cost Equalization Fund	18,635.0	Storage Tank Assistance Fund	3,191.3
Public School Trust Fund	6,816.6	Information Service Fund	21,586.5
School Fund	2,668.1	Power Cost Equalization Fund	19,385.6
TOTAL	3,652,004.3	Mental Health Trust Settlement Income	952.8
		Public School Trust Fund	5,394.7
		TOTAL	3,853,274.8

FY95		FY96	
Chapter 3, FSSIA 1994 & Chapter 14, SLA 1994		Chapter 94, SLA 1995 & Chapter 103, SLA 1995	
Federal Receipts	653,164.0	Constitution Budget Reserve	17,691.5
General Fund Match	219,520.1	Federal Receipts	710,536.1
General Fund Receipts	1,824,395.0	General Fund Match	227,205.8
General Fund/Program Receipts	82,389.1	General Fund Receipts	1,879,373.1
General Fund/Mental Health Trust	115,100.2	General Fund/Program Receipts	83,984.8
Inter-Agency Receipts	158,793.0	Inter-Agency Receipts	192,818.3
University of Alaska Interest Income	2,780.6	University of Alaska Interest Income	2,801.4
Alaska Education Trust Fund	44.6	Alaska Education Trust Fund	19.7
Alcoholism & Drug Abuse Revolving Loan	2.0	Alcoholism & Drug Abuse Revolving Loan	2.0
Donated Commodity/Handling Fee	358.6	Donated Commodity/Handling Fee	358.6
U/A Dormitory/Food/Auxiliary Service	20,900.6	U/A Dormitory/Food/Auxiliary Service	23,984.8
Federal Incentive Payments	2,084.1	Federal Incentive Payments	3,093.9
Benefits Systems Receipts	4,111.9	Benefits Systems Receipts	4,005.8
Agricultural Loan Fund	1,389.2	Agricultural Loan Fund	1,429.0
State Corporation Receipts	51,498.8	State Corporation Receipts	60,501.3
Fish and Game Fund	17,269.8	FICA Administration Fund Acct	90.8
Science & Technology Endowment	13,301.2	Fish and Game Fund	19,293.9
Highway Working Capital Fund	22,605.8	Science & Technology Endowment	12,508.0
International Airport Revenue	38,121.4	Highway Working Capital Fund	22,605.9
Public Employees Retirement Fund	13,411.3	International Airport Revenue	44,237.7
Second Injury Fund Reserve Acct	2,472.4	Public Employees Retirement Fund	15,110.8
Disabled Fishermans Reserve Acct	1,290.7	Second Injury Fund Reserve Acct	2,831.7
Surplus Property Revolving Fund	274.8	Disabled Fishermans Reserve Acct	1,290.7
Teachers Retirement System Fund	9,236.9	Surplus Property Revolving Fund	274.8
Veterans Revolving Loan Fund	282.1	Teachers Retirement System Fund	9,953.5
Commercial Fishing Loan Fund	2,060.7	Veterans Revolving Loan Fund	238.0
U/A Student Tuition/Fee		Commercial Fishing Loan Fund	2,431.1
U/A Indirect Cost Recd		U/A Student Tuition/Fee	114,726.3
Real Estate Surety Fund		U/A Indirect Cost Recd	53,842.2
Judicial Retirement System		Real Estate Surety Fund	16,273.0
Public Law 81-874		Judicial Retirement System	175.3
National Guard Retirement		Public Law 81-874	139.9
Title XX		National Guard Retirement	21,016.5
University Restricted		Title XX	68.5
Training and Building		University Restricted	6,310.8
Permanent Fund Dividen		Training and Building	46,738.2
Rural Development Init		Permanent Fund Dividen	634.4
Oil/Hazardous Response		Rural Development Init	29,052.6
Investment Loss Trust		Oil/Hazardous Response	95.4
State Employment & Tra		Investment Loss Trust	12,061.4
Inter-agency/Oil & Haz		State Employment & Tra	18.7
Small Business Loan Fu		Inter-agency/Oil & Haz	3,781.2
Correctional Industrie		Small Business Loan Fu	1,936.5
Capital Improvement Pr		Correctional Industrie	8.0
Power Project Loan Fun		Capital Improvement Pr	2,250.6
National Petroleum Res		Power Project Loan Fun	79,616.2
Public School Fund		National Petroleum Res	667.0
Mining Revolving Loan Fund		Public School Fund	50.0
Child Care Revolving Loan Fund	17.0	Mining Revolving Loan Fund	2,775.2
Historical District Revolving Loan Fund	2.9	Child Care Revolving Loan Fund	9.0
Fisheries Enhancement Revolving Loan Fnd	253.1	Historical District Revolving Loan Fund	6.5
Alternative Energy Revolving Loan Fund	290.5	Fisheries Enhancement Revolving Loan Fnd	3.0
Residential Energy Conservation Loan Fnd	32.4	Alternative Energy Revolving Loan Fund	271.7
Bulk Fuel Revolving Loan Fund	48.7	Residential Energy Conservation Loan Fnd	276.2
Alaska Clean Water Loan Fund	149.8	Bulk Fuel Revolving Loan Fund	11.9
Marine Highway System Fund	74,048.6	Alaska Clean Water Loan Fund	48.7
Gifts/Grants/Bequests	605.2	Marine Highway System Fund	296.5
Storage Tank Assistance Fund	3,991.3	Gifts/Grants/Bequests	1,976.5
Information Service Fund	21,570.6	Storage Tank Assistance Fund	3,191.3
Power Cost Equalization Fund	18,635.0	Information Service Fund	21,586.5
Public School Trust Fund	6,816.6	Power Cost Equalization Fund	19,385.6
School Fund	2,668.1	Public School Trust Fund	952.8
TOTAL	3,652,004.3	School Fund	5,394.7
		TOTAL	3,853,274.8

Marine Highway System Fund 74,347.7

Until 1990, the Alaska Marine Highway system was funded entirely from the general fund. Fees collected by the ferry system were returned to the ferry system from the general fund. In 1990, the Alaska Marine Highway System Fund was created, which captures all fees generated by the ferries outside of the general fund. In the FY96 budget, this is estimated to be over \$46 million plus an additional \$28 million subsidy from the general fund.

FY95		FY96	
Chapter 3, FSSLA 1994 & Chapter 14, SLA 1994		Chapter 94, SLA 1995 & Chapter 103, SLA 1995	
Federal Receipts	653,164.0	Constitution Budget Reserve	17,691.5
General Fund Match	219,520.1	Federal Receipts	710,536.1
General Fund Receipts	1,824,395.0	General Fund Match	227,205.8
General Fund/Program Receipts	82,389.1	General Fund Receipts	1,879,373.1
General Fund/Mental Health Trust	115,100.2	General Fund/Program Receipts	83,984.8
Inter-Agency Receipts	158,793.0	Inter-Agency Receipts	192,818.3
University of Alaska Interest Income	2,780.6	University of Alaska Interest Income	2,801.4
Alaska Education Trust Fund	44.6	Alaska Education Trust Fund	19.7
Alcoholism & Drug Abuse Revolving Loan	2.0	Alcoholism & Drug Abuse Revolving Loan	2.0
Donated Commodity/Handling Fee	358.6	Donated Commodity/Handling Fee	358.6
U/A Dormitory/Food/Auxiliary Service	20,900.6	U/A Dormitory/Food/Auxiliary Service	23,984.8
Federal Incentive Payments	2,084.1	Federal Incentive Payments	3,093.9
Benefits Systems Receipts	4,111.9	Benefits Systems Receipts	4,005.8
Agricultural Loan Fund	1,389.2	Agricultural Loan Fund	1,429.0
State Corporation Receipts	51,498.8	State Corporation Receipts	60,501.3
Fish and Game Fund	17,269.8	FICA Administration Fund Acct	90.8
Science & Technology Endowment	13,301.2	Fish and Game Fund	19,293.9
Highway Working Capital Fund	22,605.8	Science & Technology Endowment	12,508.0
International Airport Revenue	38,121.4	Highway Working Capital Fund	22,605.9
Public Employees Retirement Fund	13,411.3	International Airport Revenue	44,237.7
Second Injury Fund Reserve Acct	2,472.4	Public Employees Retirement Fund	15,110.8
Disabled Fishermans Reserve Acct	1,290.7	Second Injury Fund Reserve Acct	2,831.7
Surplus Property			1,290.7
Teachers Retirement			274.8
Veterans Revolving			9,953.5
Commercial Fish			238.0
U/A Student Tuition			2,431.1
U/A Indirect Costs			114,726.3
Real Estate Surplus			53,842.2
Judicial Retirement			16,273.0
Public Law 81-60			175.3
National Guard			139.9
Title XX			21,016.5
University Rest			68.5
Training and Budget			6,310.8
Permanent Fund			46,738.2
Rural Development			634.4
Oil/Hazardous Waste			29,052.6
Investment Loss			95.4
State Employment			12,061.4
Inter-agency/Other			18.7
Small Business			3,781.2
Correctional Industries			1,936.5
Capital Improvement Project Receipts	77,570.4	Small Business Loan Fund	8.0
Power Project Loan Fund	725.6	Correctional Industries Fund	2,250.6
National Petroleum Reserve	600.0	Capital Improvement Project Receipts	79,616.2
Public School Fund	384.0	Power Project Loan Fund	667.0
Mining Revolving Loan Fund	175.4	National Petroleum Reserve	50.0
Child Care Revolving Loan Fund	17.0	Public School Fund	2,775.2
Historical District Revolving Loan Fund	2.9	Mining Revolving Loan Fund	9.0
Fisheries Enhancement Revolving Loan Fund	253.1	Child Care Revolving Loan Fund	6.5
Alternative Energy Revolving Loan Fund	290.5	Historical District Revolving Loan Fund	3.0
Residential Energy Conservation Loan Fund	32.4	Fisheries Enhancement Revolving Loan Fund	271.7
Bulk Fuel Revolving Loan Fund	48.7	Alternative Energy Revolving Loan Fund	276.2
Alaska Clean Water Loan Fund	149.8	Residential Energy Conservation Loan Fund	11.9
Marine Highway System Fund	74,048.6	Bulk Fuel Revolving Loan Fund	48.7
Gifts/Grants/Bequests	605.2	Alaska Clean Water Loan Fund	296.5
Storage Tank Assistance Fund	3,991.3	Marine Highway System Fund	74,347.7
Information Service Fund	21,570.6	Gifts/Grants/Bequests	1,976.5
Power Cost Equalization Fund	18,635.0	Storage Tank Assistance Fund	3,191.3
Public School Trust Fund	6,816.6	Information Service Fund	21,586.5
School Fund	2,668.1		
TOTAL	3,652,004.3	Mental Health Trust Settlement Income	952.8
		Public School Trust Fund	5,394.7
		TOTAL	3,853,274.8

Power Cost Equalization Fund	19,385.6
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Until 1993, the Power Cost Equalization (PCE) program (a subsidy for rural electrical rates) was funded from the general fund. In the 1993 session, the Power Cost Equalization Fund was created and endowed with \$66 million from the general fund. Since 1993, PCE has been funded from this endowment.

FY95		FY96	
Chapter 3, FSSIA 1994 & Chapter 14, SIA 1994		Chapter 94, SIA 1995 & Chapter 103, SIA 1995	
Federal Receipts	653,164.0	Constitution Budget Reserve	17,691.5
General Fund			710,536.1
General Fund			227,205.8
General Fund			1,879,373.1
General Fund			83,984.8
Inter-Agency			192,818.3
University of			2,801.4
Alaska Educa			19.7
Alcoholism &			2.0
Donated Comm			358.6
U/A Dormitor			23,984.8
Federal Ince			3,093.9
Benefits Sys			4,005.8
Agricultural			1,429.0
State Corpor			60,501.3
Fish and Gam			90.8
Science & Te			19,293.9
Highway Work			12,508.0
Internationa			22,605.9
Public Emplo			44,237.7
Second Injur			15,110.8
Disabled Fis			2,831.7
Surplus Prop			1,290.7
Teachers Ret			274.8
Veterans Rev			9,953.5
Commercial F			238.0
U/A Student			2,431.1
U/A Indirect			114,726.3
Real Estate			53,842.2
Judicial Ret			16,273.0
Public Law 8			175.3
National Gua			139.9
Title XX	6,394.7	Public Law 81-874	21,016.5
University Restricted Receipts	50,052.6	National Guard Retirement System	68.5
Training and Building Fund	634.4	Title XX	6,310.8
Permanent Fund Dividend Fund	28,472.1	University Restricted Receipts	46,738.2
Rural Development Initiative Fund	95.4	Training and Building Fund	634.4
Oil/Hazardous Response Fund	12,791.5		
Investment Loss Trust Fund	44.7	Rural Development Initiative Fund	95.4
State Employment & Training Program	3,648.5	Oil/Hazardous Response Fund	12,061.4
Inter-agency/Oil & Hazardous Waste	2,687.1	Investment Loss Trust Fund	18.7
Small Business Loan Fund	26.6	State Employment & Training Program	3,781.2
Correctional Industries Fund	2,250.6	Inter-agency/Oil & Hazardous Waste	1,936.5
Capital Improvement Project Receipts	77,570.4	Small Business Loan Fund	8.0
Power Project Loan Fund	725.6	Correctional Industries Fund	2,250.6
National Petroleum Reserve	600.0	Capital Improvement Project Receipts	79,616.2
Public School Fund	384.0	Power Project Loan Fund	667.0
Mining Revolving Loan Fund	175.4	National Petroleum Reserve	50.0
Child Care Revolving Loan Fund	17.0	Public School Fund	2,775.2
Historical District Revolving Loan Fund	2.9	Mining Revolving Loan Fund	9.0
Fisheries Enhancement Revolving Loan Fnd	253.1	Child Care Revolving Loan Fund	6.5
Alternative Energy Revolving Loan Fund	290.5	Historical District Revolving Loan Fund	3.0
Residential Energy Conservation Loan Fnd	32.4	Fisheries Enhancement Revlvg Loan Fund	271.7
Bulk Fuel Revolving Loan Fund	48.7	Alternative Energy Revolving Loan Fund	276.2
Alaska Clean Water Loan Fund	149.8	Residential Energy Conservatn Loan Fund	11.9
Marine Highway System Fund	74,048.6	Bulk Fuel Revolving Loan Fund	48.7
Gifts/Grants/Bequests	605.2	Alaska Clean Water Loan Fund	296.5
Storage Tank Assistance Fund	3,991.3	Marine Highway System Fund	74,347.7
Information Service Fund	21,570.6	Gifts/Grants/Bequests	1,976.5
Power Cost Equalization Fund	18,635.0	Storage Tank Assistance Fund	3,191.3
Public School Trust Fund	6,816.6	Information Service Fund	21,586.5
School Fund	2,668.1	Power Cost Equalization Fund	19,385.6
TOTAL	3,652,004.3	Mental Health Trust Settlement Income	952.8
		Public School Trust Fund	5,394.7
		TOTAL	3,853,274.8

Permanent Fund Dividend Fund 29,052.6

The Permanent Fund Dividend Hold Harmless program was established in 1982 to exempt Permanent Fund Dividends from public assistance qualifications. The program was paid from the general fund until FY86, when it was then switched to the Dividend Fund. Since that time it is shown as a deduction each year on our individual dividend checks.

FY95		FY96	
Chapter 3, FSSIA 1994 & Chapter 14, SIA 1994		Chapter 94, SIA 1995 & Chapter 103, SIA 1995	
Federal Receipts	653,164.0	Constitution Budget Reserve	17,691.5
General Fund Match	219,520.1	Federal Receipts	710,536.1
General Fund Receipts	1,824,395.0	General Fund Match	227,205.8
General Fund/Program Receipts	82,389.1	General Fund Receipts	1,879,373.1
General Fund/Mental Health Trust	115,100.2	General Fund/Program Receipts	83,984.8
Inter-Agency Receipts	158,793.0	Inter-Agency Receipts	192,818.3
University of Alaska Interest Income	2,780.6	University of Alaska Interest Income	2,801.4
Alaska Education Trust Fund	44.6	Alaska Education Trust Fund	19.7
Alcoholism & Drug Abuse Revolving Loan	2.0	Alcoholism & Drug Abuse Revolving Loan	2.0
Donated Commodity/Handling Fee	358.6	Donated Commodity/Handling Fee	358.6
U/A Dormitory/Food/Auxiliary Service	20,900.6	U/A Dormitory/Food/Auxiliary Service	23,984.8
Federal Incentive Payments	2,084.1	Federal Incentive Payments	3,093.9
Benefits Systems Receipts	4,111.9	Benefits Systems Receipts	4,005.8
Agricultural Loan Fund	1,389.2	Agricultural Loan Fund	1,429.0
State Corporation Receipts	51,498.8	State Corporation Receipts	60,501.3
Fish and Game Fund	17,269.8	FICA Administration Fund Acct	90.8
Science & Technology Endowment	13,301.2		
Highway Working Capital Fund	22,605.8	Science & Technology Endowment	12,509.0
International Airport Revenue	38,121.4	Highway Working Capital Fund	22,605.9
Public Employees Retirement Fund	13,411.3	International Airport Revenue	44,237.7
Second Injury Fund Reserve Acct	2,472.4	Public Employees Retirement Fund	15,110.8
Disabled Fishermans Reserve Acct	1,290.7	Second Injury Fund Reserve Acct	2,831.7
Surplus Property Revolving Fund	274.8	Disabled Fishermans Reserve Acct	1,290.7
Teachers Retirement System Fund	9,236.9	Surplus Property Revolving Fund	274.8
Veterans Revolving Loan Fund	282.1	Teachers Retirement System Fund	9,953.5
Commercial Fishing Loan Fund	2,069.7	Veterans Revolving Loan Fund	238.0
U/A Student Tuition			2,431.1
U/A Indirect Cost			114,726.3
Real Estate Surety			58,842.2
Judicial Retirement			16,273.0
Public Law 81-874			175.3
National Guard Reserve			139.9
Title XX			21,016.5
University Restriction			68.5
Training and Building			6,310.8
Permanent Fund Dividend			46,738.2
Rural Development			634.4
Oil/Hazardous Response			29,052.6
Investment Loss Transfer			95.4
State Employment			12,061.4
Inter-agency/Oil			18.7
Small Business Loan			3,781.2
Correctional Institution			1,936.5
Capital Improvement			8.0
Power Project Loan			2,250.6
National Petroleum			79,616.2
Public School Fund			667.0
Mining Revolving			50.0
Child Care Revolving			2,775.2
Historical District			9.0
Fisheries Enhancement			6.5
Alternative Energy Revolving Loan Fund	290.5	Historical District Revolving Loan Fund	3.0
Residential Energy Conservation Loan Fund	32.4	Fisheries Enhancement Revolving Loan Fund	271.7
Bulk Fuel Revolving Loan Fund	48.7	Alternative Energy Revolving Loan Fund	276.2
Alaska Clean Water Loan Fund	149.8	Residential Energy Conservation Loan Fund	11.9
Marine Highway System Fund	74,048.6	Bulk Fuel Revolving Loan Fund	48.7
Gifts/Grants/Bequests	605.2	Alaska Clean Water Loan Fund	296.5
Storage Tank Assistance Fund	3,991.3	Marine Highway System Fund	74,347.7
Information Service Fund	21,570.6	Gifts/Grants/Bequests	1,976.5
Power Cost Equalization Fund	18,635.0	Storage Tank Assistance Fund	3,191.3
Public School Trust Fund	6,816.6	Information Service Fund	21,586.5
School Fund	2,668.1	Power Cost Equalization Fund	19,385.6
TOTAL	3,652,004.3	Mental Health Trust Settlement Income	952.8
		Public School Trust Fund	5,394.7
		TOTAL	3,853,274.8

The Fish and Game Fund is a funding source that includes revenues generated from the sale of sport fishing, hunting, and trapping licenses. It is used to fund fish and wildlife management programs in the Department of Fish and Game.

In the FY85 operating budget bill, \$7,898.6 was authorized. Over the years, license fee rates were increased in addition to the fact more people purchased licenses. In the FY96 budget bill, \$19,293.9 was authorized from the Fish and Game Fund. This is an increase of over \$11.3 million.

FY95		FY96	
Chapter 3, FSSLA 1994 & Chapter 14, SLA 1994		Chapter 94, SLA 1995 & Chapter 103, SLA 1995	
Federal Receipts	653,164.0	Constitution Budget Reserve	17,691.5
General Fund Match	219,520.1	Federal Receipts	710,536.1
General Fund Receipts	1,824,395.0	General Fund Match	227,205.8
General Fund/Program Receipts	82,389.1	General Fund Receipts	1,879,373.1
General Fund/Mental Health Trust	115,100.2	General Fund/Program Receipts	83,984.8
Inter-Agency Receipts	158,793.0	Inter-Agency Receipts	192,818.3
University of Alaska Interest Income	2,780.6		
Alaska Education Trust Fund	44.6	Alaska Education Trust Fund	19.7
Alcoholism & Drug Abuse Revolving Loan	2.0	Alcoholism & Drug Abuse Revolving Loan	2.0
Donated Commodity/Handling Fee	358.6	Donated Commodity/Handling Fee	358.6
U/A Dormitory/Food/Auxiliary Service	20,800.6		
Federal Incentive Payments	2,084.1	Federal Incentive Payments	3,093.9
Benefits Systems Receipts	4,111.9	Benefits Systems Receipts	4,005.8
Agricultural Loan Fund	1,389.2	Agricultural Loan Fund	1,429.0
State Corporation Receipts	51,498.8	State Corporation Receipts	60,501.3
Fish and Game Fund	17,269.8	FICA Administration Fund Acct	90.8
Science & Technology Endowment	13,301.2	Fish and Game Fund	19,293.9
Highway Working Capital Fund	22,605.8	Science & Technology Endowment	12,508.0
International Airport Revenue	38,121.4	Highway Working Capital Fund	22,605.9
Public Employees Retirement Fund	13,411.3	International Airport Revenue	44,237.7
Second Injury Fund Reserve Acct	2,472.4	Public Employees Retirement Fund	15,110.8
Disabled Fishermans Reserve Acct	1,290.7	Second Injury Fund Reserve Acct	2,831.7
Surplus Property Revolving Fund	274.8	Disabled Fishermans Reserve Acct	1,290.7
Teachers Retirement System Fund	9,236.9	Surplus Property Revolving Fund	274.8
Veterans Revolving Loan Fund	282.1	Teachers Retirement System Fund	9,953.5
Commercial Fishing Loan Fund	2,069.7	Veterans Revolving Loan Fund	238.0
U/A Student Tuition/Fees/Services	52,308.0	Commercial Fishing Loan Fund	2,431.1
U/A Indirect Cost Recovery	14,284.6	General Fund/Mental Health	114,726.3
Real Estate Surety Fund	118.2		
Judicial Retirement System	132.5		
Public Law 81-874	22,031.6	Real Estate Surety Fund	175.3
National Guard Retirement System	62.8	Judicial Retirement System	139.9
Title XX	6,394.7	Public Law 81-874	21,016.5
University Restricted Receipts	50,052.6	National Guard Retirement System	68.5
Training and Building Fund	634.4	Title XX	6,310.8
Permanent Fund Dividend Fund	28,472.1		
Rural Development Fund			634.4
Oil/Hazardous Waste Fund			29,052.6
Investment Fund			95.4
State Employment Fund			12,061.4
Inter-agency Fund			18.7
Small Business Fund			3,781.2
Correctional Program			1,936.5
Capital Construction Fund			8.0
Power Production Fund			2,250.6
National Subject Receipts			79,616.2
Public School Fund			667.0
Mining Revenue			50.0
Child Care Fund			2,775.2
Historic Preservation Fund			9.0
Fisheries Management Fund			6.5
Alternative Energy Fund			3.0
Resident Services Fund			271.7
Bulk Fuel Fund			276.2
Alaska Commercial Fishing Loan Fund			11.9
Marine Habitat Fund			48.7
Gifts/Grants Fund			296.5
Storage Fund			74,347.7
Information Fund			1,976.5
Power Company Fund			3,191.3
Public School Fund			21,586.5
School Fund			19,385.6
TOTAL	3,652,004.3	Mental Health Trust Settlement Income	952.8
		Public School Trust Fund	5,394.7
		TOTAL	3,853,274.8

In addition to the amount of money appropriated to the University of Alaska from the general fund and federal funds in the FY85 operating budget bill, the university had additional funding sources totaling \$65,610.7. Much of this money was generated from student tuition fees, dormitory receipts, indirect cost recovery, and research grants.

In the FY96 operating budget bill, the funding authorization in addition to state general funds and federal funds totaled \$146,471.7 -- an increase of over \$80 million.

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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:

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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:

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TABLE OF CONTENTS

PART I. SALARY SURVEY

SALARY SURVEY METHODOLOGY	Page 1
FINDINGS	Page 5
RECOMMENDATION	Page 6
TABLE I - SALARY DATA BY JOB CLASS	Page 7
TABLE II - SUMMARY COMPUTATIONS	Page 24
TABLE III - 1994 SURVEY BENEFITS DATA	Page 28
TABLE IV - STATE OF ALASKA BENEFITS DATA BY BARGAINING UNIT	Page 32
JOB CLASS DESCRIPTIONS	Page 37
PRIVATE FIRMS RESPONDING TO DIVISION OF PERSONNEL/OEEO SURVEY	Page 43
SALARY SURVEY (Form)	Page 45

PART II. GEOGRAPHIC DIFFERENTIAL REPORT

SECTION A. SUMMARY

PURPOSE	Page 49
BACKGROUND INFORMATION	Page 49
STUDY METHODOLOGY	Page 50
TABLE 1. SUMMARY OF GEOGRAPHIC DIFFERENTIAL COSTS OF LIVING BY ELECTION DISTRICTS AND LIVING COMMUNITIES - DECEMBER, 1994	Page 51
TABLE 2. COMPARISON OF THE RESULTS OF THE 1995 STUDY DIFFERENTIALS WITH THE 1972 AND 1985 DIFFERENTIALS	Page 52

TABLE 3. PROPOSED PAY DIFFERENTIAL BY HOUSE ELECTION DISTRICT AND IN OTHER STATES	Page 55
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SECTION B. THE RUNZHEIMER PLAN OF LIVING COST STANDARDS

SECTION 1. REPORT SPECIFICATIONS	Page 60
SECTION 2. COST OF LIVING TABLES	Page 65
2.0 Introduction	Page 66
2.1.2 Table I - Total Annual Costs	Page 88
2.1.3 Table II - Geographic Wage/Salary Differentials	Page 90
Table III - Taxation Elements	Page 92
Table IV - Transportation Table	Page 93
Table V - Home Market Values	Page 94
Table VI - Housing Expense Table	Page 95
Table VII - Real Estate Tax Table	Page 96
Table VIII - Indexes of Goods & Services Components	Page 97
SECTION 3. REPORT PRODUCTION METHODOLOGY	Page 98
SECTION 4. (OMITTED)	Page 105
SECTION 5. APPENDIX	
5.1 Questions and Comments	Page 105
5.2 How to Order Updated Reports	Page 107
5.3 Housing Regression Analysis	Page 109
5.4 Runzheimer Urban Complex Designations	Page 112
5.5 Goods & Services Index Computation	Page 114

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
Accountant IV
Accounting Technician II
Accounting Clerk II
Adult Probation Officer II
Administrative Clerk II
Administrative Assistant I
Aircraft Mechanic
Analyst/Programmer III

Fish & Wildlife Tech II
Laboratory Technician II
Laborer
Legal Secretary I
Licensed Practical Nurse
Loan/Collection Officer I
Management Analyst III
Mechanic
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 SU	24.82	33.59	29.40	28.65	11

* Data is from Department of Labor survey

** 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

* Data is from Department of Labor survey

** 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	15.57	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

* Data is from Department of Labor survey

** WA and OR adjusted for cost of living

***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

* Data is from Department of Labor survey

** 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 P8424-12	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	14.99	10

* Data is from Department of Labor survey

** WA and OR adjusted for cost of living

***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

* Data is from Department of Labor survey
 ** WA and OR adjusted for cost of living
 ***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

* Data is from Department of Labor survey

** WA and OR adjusted for cost of living

***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

* Data is from Department of Labor survey
 ** WA and OR adjusted for cost of living
 ***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

* Data is from Department of Labor survey

** WA and OR adjusted for cost of living

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

Legal Sec I 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

* Data is from Department of Labor survey

** WA and OR adjusted for cost of living

***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

* Data is from Department of Labor survey

** WA and OR adjusted for cost of living

***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

* Data is from Department of Labor survey
 ** WA and OR adjusted for cost of living
 ***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	16.98 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	17.23	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	15.23	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		
FWEO			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-O-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	20.50	16.83				
- Third year	23.50	19.17				
- Sixth year	26.00	23.33				
- Eleventh year	30.00	26.67				
- Twentieth yr.	33.00	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	15.25	11.11	13.00	12.00	12.00	8.00
- Third year	15.25	15.34	13.00	12.00	12.00	8.00
- Sixth year	15.25	22.43	13.00	12.00	12.00	8.00
- Eleventh year	15.25	30.61	13.00	12.00	12.00	8.00
- Twentieth yr.	15.25	31.41	13.00	12.00	12.00	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?			** see foot note ¹			
- Employee	371.88	172.90		324	217.26	160.00
- Spouse	409.42	275.86			327.02	319.00
- Family	411.87	420.79			341.52	415.00
Medical expense coverage						
- percentage	80.83	78.70		80	90	80
- \$ amount	2750	4687.5		4000	3500	3000
Do you have a cafeteria plan?	N5 Y4	N24 Y4	N	N	Y	N
If yes, amount employees receive per month.	318.75	220.50			355.81	
Amount of medical plan's deductible						
- employee	125.00	270.00		100	100	250
- family	243.30	631.15		300	300	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 100	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	na	24	na	24	24	24
- Third year		27		27	27	27
- Sixth year		30		30	30	30
- Eleventh year		36		36	36	36
- Twentieth yr.		36		36	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	15	na	15	na	na	na
- Third year	15		15			
- Sixth year	15		15			
- Eleventh year	15		15			
- Twentieth yr.	15		15			
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 ⁸	386.7 ⁸	423.5
Medical expense coverage						
- percentage	80	80	na	80	na	80
- \$ amount	5000	5000		5000		5000
Do you have a cafeteria plan?	N	N	na	N	na	N
If yes, amount employees receive per month.						
Amount of medical plan's deductible						
- employee	250	250	na	250	na	250
- family	500	500		500		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	N	N	Note 7		Note 8	N
- spouse	N	N				N
- family	N	N		Y		N
Medical plan coverage#						
%age of plan paid by employer for:						
- employee (E)	100	100	na	100	na	100
- spouse/family (F)	100	100		100		100
Dental plan coverage#						
%age of plan paid by employer for:						
- employee (E)	100	100	na	100	na	100
- spouse/family(F)	100	100		100		100
Vision plan coverage#						
%age of plan paid by employer for						
- employee (E)	100	100	na	100	na	100
- spouse/family (F)	100	100		100		100
Prescription drugs plan coverage#						
%age of plan paid by employer for						
- employee (E)	100	100	na	100	na	100
- spouse/family (F)	100	100		100		100
Employee assistance plan coverage#						
%age of plan paid by employer for						
- employee (E)	100	100	na	100	na	100
- spouse/family (F)	100	100		100		100
Life insurance coverage#						
%age of plan paid by employer for						
- employee (E)	100	100	100	100	100	100
- spouse/family (F)	na	na	na	na	na	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.

Appendix A

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.

Appendix A

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
Spenard Builders Supply, Inc.
Tesoro Northstore company
United Parcel Service
Unocal Corp
Valley Hospital
Veco, Inc.

ALASKA SALARY SURVEY

[illegible]

**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

5.5 — GOODS & SERVICES INDEX COMPUTATION

The Goods & Services Index is based on local pricings performed in all locations included in this Report. Over 120 marketbasket items are priced in three representative outlets per location, each individually selected by Runzheimer Research.

Price data are never more than six months old and prices are adjusted separately for any time difference between the dates of their collection.

The relative importance of each of the ten Goods & Services categories has been researched for each income level. Furthermore, within each of these categories the relative weight of each individual item has again been determined. Using this technique, Runzheimer and Company, Inc., has developed an income-sensitive weighting pattern for the Goods & Services component.

The dollar amount of the Goods & Services component is based on the total living costs at Standard City. For each homeowner profile at Standard City, the current living costs, based on a three-year-old mortgage, are so computed that they equal the profiled income level. For a rental family profile at Standard City the current living costs are also computed so that they equal the income level. The Goods & Services dollar amount for all locations other than Standard City is computed using the total Goods & Services Index.

Sales tax is calculated based on the Revenue Services' state or provincial sales tax formulas together with all city and/or county sales taxes which apply to each location in the study. Since sales tax is an integral element in the total cost of Goods & Services, the total Goods & Services Indexes have been adjusted for the appropriate sales taxes at each location.

Runzheimer Urban Complex Descriptions

113

URBAN COMPLEX	AREA 1	AREA 2	AREA 3	AREA 4	AREA 5	AREA 6	AREA 7	AREA 8
Atlanta	City	All Suburbs						
Baltimore	City	Suburbs S & W	Suburbs NW & N					
Boston	City	Suburbs SW & S	Suburbs NW & N					
Chicago	City	Suburbs S	Suburbs W	Cook Co & Lake Co	N Suburbs E of Hwy 21	N Lake Co	McHenry Co	
Cincinnati	City	OH Suburbs						
Cleveland	City	Suburbs E	Suburbs S	Suburbs W				
Dallas	City	Suburbs Dallas	Fort Worth City & Suburbs					
Denver	City	Suburbs W	Suburbs N, E & S					
Detroit	City	Wayne Co	Oakland & Macomb Co					
Houston	City	Suburbs in City Limits	Suburbs N of I-10	Suburbs S of I-10				
Kansas City	City, KS	Suburbs MO	Suburbs KS	City, MO				
Los Angeles	City & LA Co S of I-10	W City & LA Co N of I-10 W of Pasadena Fwy	E City & LA Co N of I-10 E of Pasadena Fwy	San Bernardino/ Riverside Co	Orange Co			
Miami	City	Suburbs S & SW	Suburbs W & NW Dade Co	Suburbs NE; Broward Co				
Milwaukee	City	Suburbs N	Suburbs W	Suburbs S of I-94				
Minneapolis	City	City of St. Paul	Suburbs					
Montreal	West Island	Laval and North	South Shore	City				
New York City	5 Boroughs	NE NJ	Lower NY Westchester Co	Lower CT Fairfield Co	Long Island	NENJ-Bergen, Essex Co-NJ	NENJ-Morris, Somerset, Sussex Co	NENJ- Middlesex, Monmouth, Union Co
Philadelphia	City	Suburbs N	Suburbs W	NJ Suburbs				
Pittsburgh	City	Suburbs N & E	Suburbs S & W					
St. Louis	City	Suburbs N & W	Suburbs S & W	Suburbs IL				
San Diego	City	Suburbs						
San Francisco	City	San Mateo Co to San Jose	East Bay Area	Marin Co				
Seattle	City	Suburbs	City & Suburbs of Tacoma					
Toronto	City	Etobicoke & W Mississauga	N York, N Scarborough & E					
Washington DC	City	Suburbs MD	Suburbs VA					

5.4 — Runzheimer Urban Complex Designations

Annual Review of Model (Cont.)

Runzheimer also annually assesses which type of mathematical model best develops home market values. For example: Runzheimer currently develops market values using multiple linear regression analysis. In the future, if appropriate, Runzheimer may opt to incorporate a log-linear, exponential, or non-linear regression analysis. Rigorous annual review of methods and statistical models ensures that Runzheimer's clients receive accurate and consistent home market values.

5.3.3 - Producing Market Values

In this step, Runzheimer enters standard values for sale date and square footage into the model. Using the adjustment parameters calculated in the first step, the model then produces the corresponding adjusted market values for this community.

5.3.4 - Why Regression Analysis is Valid

Through years of experience and testing, Runzheimer has found that regression analysis is the best way to calculate consistent and reliable adjustment parameters, and subsequently, defensible home market values. Our multiple linear regression process is, in part, a mathematical representation of the process real estate appraisers use to determine market values. Using a mathematical model to characterize the housing market ensures consistent calculation of market values from community to community, location to location.

5.3.5 - Annual Review of Model

Because the real estate market is continually changing, Runzheimer regularly reviews its model and process to ensure statistical and mathematical reliability. For housing regression analysis, Runzheimer annually tests up to seven housing-related variables for validity. Runzheimer then modifies the computerized regression model to include only those variables that have a statistically significant impact on home market values.

HOUSING REGRESSION ANALYSIS

5.3 -- Regression Process

Runzheimer uses multiple linear regression analysis to calculate a range of representative home market values for each living community. To perform the analysis, Runzheimer obtains a sample of comparable sales data and enters two independent variables, sale date of the home and living area square footage, and one dependent variable, sold price (i.e., market value), into the computerized regression model.

5.3.1 - What A Multiple Linear Regression Does

A multiple regression analysis is a two-step process in which a statistical relationship between quantitative (i.e., measurable) variable is created. In the first step of the process, adjustment parameters, (or standard parameters), of the regression model are calculated. In the second step of the process, the output values (i.e., market values) are produced.

5.3.2 - Calculating the Adjustment Parameters

In this step, the computer mathematically combines, for each living community, the sale dates, square footage amounts, and market value data from a sample of actual sold properties. The resulting adjustment parameters form a model that describes the best statistical relationship between and among the variables for this community.

Renewing an Existing Report (Cont.)

its concern with the impact of a changing economic situation and the effect it may have on its relocating employees or wage/salary structure. A renewal reminder is sent two months prior to an annual renewal date to secure adequate lead time for report production.

When renewing a report, we recommend you review income and family size profiles and locations. The profiles should be studied to ensure salary increases over the past period are incorporated in the renewal report profiles. The locations should also be reviewed so that cities are added, replaced or omitted consistent with your changing requirements.

5.2 — How to Order Updated Reports

Many clients ask the questions... "Can we add locations or new profiles to an existing report?" ...or... "What is the proper time frame for renewing our report?" ...or... "What are the procedures for placing a renewal order?" This subsection will address the above questions and provide the procedures recommended for timely order and production of needed comparative studies.

5.2.1 - Adding New Locations/Profiles

As company expansion occurs or when recruitment takes place in a city requiring relocation of the individual hired, our clients may find that the location involved or the proper income level is not included in their present cost-of-living report.

The methodology utilized in developing The Runzheimer Plan of Living Cost Standards (See Section 3) allows us to add new locations or profiles to the existing report and, if desired, those additions can be made retroactive to the time the previous report was developed. To order an additional location or profile, please call or write to Living Cost at Runzheimer Company, Incorporated.

5.2.2 - Renewing an Existing Report

When is it appropriate to consider renewing your report to reflect current cost-of-living data? During periods of stable economic conditions, most firms have found it sufficient to renew their report on a semiannual or annual basis. During periods of rapidly changing mortgage interest rates and real estate prices, or when major income tax legislation is implemented, a faster renewal cycle is recommended. The final decision rests with the client company and