

ALASKA LEGISLATURE SPECIAL COMMITTEE / SUBJECT FILE 8672

1290 SCOMM 49: JOINT SPEC. COMM. ON LEGISLATIVE SALARIES 1985-86

23. MICROBIOLOGIST II 5611-16

This is the journey level Microbiologist class. Incumbents perform microbiologist duties of average difficulty. Perform routine and standard tests, prepares specimens and maintains cultures for examination and definitive identification in a state operated laboratory. Requires one year as a Microbiologist I.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-9)	1,690	1,859	2,028	69
C.O.W. Average*	1,529	1,717	1,905	
+ 29% Cost-of-Living**	2,004	2,210	2,416	88
Combined Average	1,847	2,034	2,222	81

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

24. MOTOR VEHICLE REPRESENTATIVE II 7550-09

This is the journey level responsible for a full range of duties in the areas of driver's licensing and motor vehicle applications. Determines fees, collects and accounts for monies.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,578	\$1,705	\$1,832	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-9)		No Comparable Class		
C.O.W. Average*	1,185	1,326	1,467	
+ 34% Cost-of-Living**	1,626	1,781	1,936	104
Combined Average	1,626	1,781	1,936	104

25. NURSE I - 5110-13

This is the first level of professional nursing work. Under direction, plans, administers and evaluates the results of general professional level nursing care. Requires graduation from an approved school of nursing and eligibility for licensure as a Registered Nurse.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,013	\$2,194	\$2,379	100%
Anchorage Public Agencies	1,867	2,440	3,014	111
Anchorage Private Firms	1,855	2,490	3,125	113
Federal Government (GS-7)	1,690	1,859	2,028	85
C.O.W. Average*	1,439	1,590	1,741	
+ 30% Cost-of-Living**	1,905	2,071	2,236	94
Combined Average	1,829	2,215	2,601	101

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

26. PARALEGAL ASSISTANT II 7106-16

This is the working level class assigned a variety of duties and responsibilities requiring independent performance of research, investigation, reporting, and legal drafting under the leadership and guidance of attorneys. Incumbents perform the full range of support efforts typically associated with routine litigation or the quasi-judicial activities of administrative agencies. Requires completion of training at the Paralegal Assistant I level.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies	1,891	2,151	2,411	80
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-7)	2,068	2,059	2,246	76
C.O.W. Average*	1,464	1,581	1,698	
+ 30% Cost-of-Living**	1,932	2,061	2,189	76
Combined Average	1,964	2,090	2,282	77

27. PARK RANGER I 6705-14

Responsible for the development, operation, maintenance, interpretation and protection of a state park area. Requires a degree in park and recreation administration, resource management, business or public administration, or related field.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,145	\$2,350	\$2,556	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-7)		Specifications Unavailable		
C.O.W. Average*	1,364	1,506	1,648	
+ 31% Cost-of-Living**	1,823	1,978	2,134	84
Combined Average	1,823	1,978	2,134	84

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

28. PERSONNEL TECHNICIAN/ASSISTANT I - 1401-12

Under general supervision, performs paraprofessional work in one or more of the following personnel management areas: recruitment, examining, training, classification and labor relations. Reviews and processes personnel documents such as position descriptions, lists of eligible candidates, personnel actions and class specifications. Answers inquiries of job applicants and employee's questions regarding routine matters concerning contract provisions, pay, leave, insurance, transfers and related matters. Requires high school graduation and two years of office clerical experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,889	\$2,053	\$2,218	100%
Anchorage Public Agencies	1,434	1,670	1,906	81
Anchorage Private Firms	1,751	2,127	2,504	104
Federal Government (GS-6)	1,521	1,673	1,826	81
C.O.W. Average*	1,093	1,278	1,463	
+ 35% Cost-of-Living**	1,525	1,728	1,931	84
Combined Average	1,558	1,799	2,042	88

29. PROBATION OFFICER II - 4343-16

Performs full proficiency level professional work in probation, parole, or pre-sentence investigations; assists families, social agencies and employers in formulating plans for the supervision and guidance of youth and adult probationers. Requires graduation from college and one year of professional experience in probation/parole casework, social work, vocational or employment counseling, or institutional instruction, or M.S. degree in social sciences.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government		No Comparable Class		
C.O.W. Average*	1,743	1,957	2,172	
+ 26% Cost-of-Living**	2,238	2,473	2,709	91
Combined Average	2,370	2,612	2,855	97

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

30. SECRETARY I - 1151-10

Under direction of a division director serves as personal assistant performing or supervising a series of inter-related administrative and clerical duties directly concerned with the work of the supervisor and the image of the agency. Transcribes dictation consisting of a variety of legal correspondence and forms including petitions, briefs, legislative measures, legal opinions, pleadings, contracts, and affidavits; may take verbatim notes at meetings and conferences and summarize notes into minutes and distribute generally without prior review by the supervisor.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$1,673	\$1,809	\$1,946	100%
Anchorage Public Agencies	1,395	1,633	1,871	90
Anchorage Private Firms	1,598	1,956	2,314	108
Federal Government (GS-5)	1,365	1,501	1,638	83
C.O.W. Average*	1,124	1,256	1,388	
+ 36% Cost-of-Living**	1,559	1,704	1,849	94
Combined Average	1,479	1,698	1,918	94

31. SOCIAL WORKER III - 4113-16

Under direction of a higher level social worker, performs one or more of the following: Provides casework in a broad spectrum of complex and diversified social problems including adoption, foster home care, child welfare, medical or family assistance; is responsible for total family and children's service program in a small district; may supervise lower level staff. Requires two years professional social work experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies	2,352	2,631	2,911	97
Anchorage Private Firms	1,965	2,522	3,079	93
Federal Government (GS-9)	2,068	2,275	2,481	84
C.O.W. Average*	1,309	1,468	1,628	
+ 32% Cost-of-Living**	1,762	1,937	2,112	72
Combined Average	2,037	2,341	2,646	87

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

32. STATE TROOPER - 7703-76

Enforces the civil and criminal laws of Alaska and promotes public safety. Requires six months of experience as a State Trooper Recruit and a Basic Certificate as a police officer issued by the Alaska Police Standards Council. This is a promotional class, and requires a written recommendation of a field training officer.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,855	\$3,142	\$3,430	100%
Anchorage Public Agencies	2,971	3,189	3,408	101
Anchorage Private Firms		No Comparable Class		
Federal Government		No Comparable Class		
C.O.W. Average*	1,746	1,939	2,133	
+ 26% Cost-of-Living**	2,242	2,453	2,666	78
Combined Average	2,606	2,821	3,037	90

33. SUPPLY OFFICER II - 1322-16

Performs all supply duties for the equivalent of a small to medium department: purchases, requisitions, stores, manages and issues equipment, supplies and services. Requires five years experience in supply-related work including one year at the level of Supply Officer I.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,463	\$2,702	\$2,941	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms	2,228	2,719	3,210	101
Federal Government (GS-9)	2,068	2,275	2,481	84
C.O.W. Average*	1,662	1,860	2,058	
+ 27% Cost-of-Living**	2,150	2,367	2,584	88
Combined Average	2,149	2,454	2,758	91

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

34. VOCATIONAL REHABILITATION COUNSELOR II - 3325-18

Performs professional full proficiency level work in providing a range of rehabilitation program services such as intensive assistance to selected and differentiated caseloads, adjudication of claims for disability benefits, responsibility for management of program activities within a small office or assistant supervisor of a large district. Requires two years of experience as a counselor with a vocational rehabilitation agency.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	\$2,838	\$3,104	\$3,371	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms	2,683	2,659	2,635	86
Federal Government	2,502	2,752	3,002	89
C.O.W. Average*	1,576	1,770	1,965	
+ 28% Cost-of-Living**	2,055	2,268	2,482	73
Combined Average	2,413	2,560	2,706	82

* States of California, Oregon and Washington

** Percentage added to C.O.W. average to reflect Cost of Living differential between Seattle and Anchorage. See page 24 for explanation.

Summary of Salary Comparisons with Combined Survey Sample

<u>Job Class</u>	<u>Maximum Hourly Rate or Midpoint of Survey Sample</u>	<u>Maximum Hourly Rate or Midpoint State Salary</u>	<u>Survey Sample as a Percent of Alaska</u>
Accountant II	\$2,343	\$2,702	87%
Accounting Clerk II	1,596	1,705	94
Administrative Assistant I	1,888	2,053	92
Administrative Officer II	2,948	3,383	87
Civil Engineer I	3,239	3,323	97
Clerk/Clerk Typist II	1,401	1,517	92
Cook WG VI	12.81 (hr.)	14.33	89
Correctional Officer II	1,942	2,194	88
Data Processing Equipment Operator I	1,600	2,053	78
Drafting Technician II	2,001	1,927	104
Analyst Programmer III	2,752	2,892	95
Electrician WG II	18.09 (hr.)	18.31	99
Employment Security Specialist IB	1,905	2,350	81
Engineering Assistant I	2,151	2,350	91
Environmental Sanitarian II	2,160	2,702	80
Equipment Operator WG IV	15.39 (hr.)	16.15	95
Fishery Biologist II	2,285	2,702	84
Forester II	2,425	2,702	90

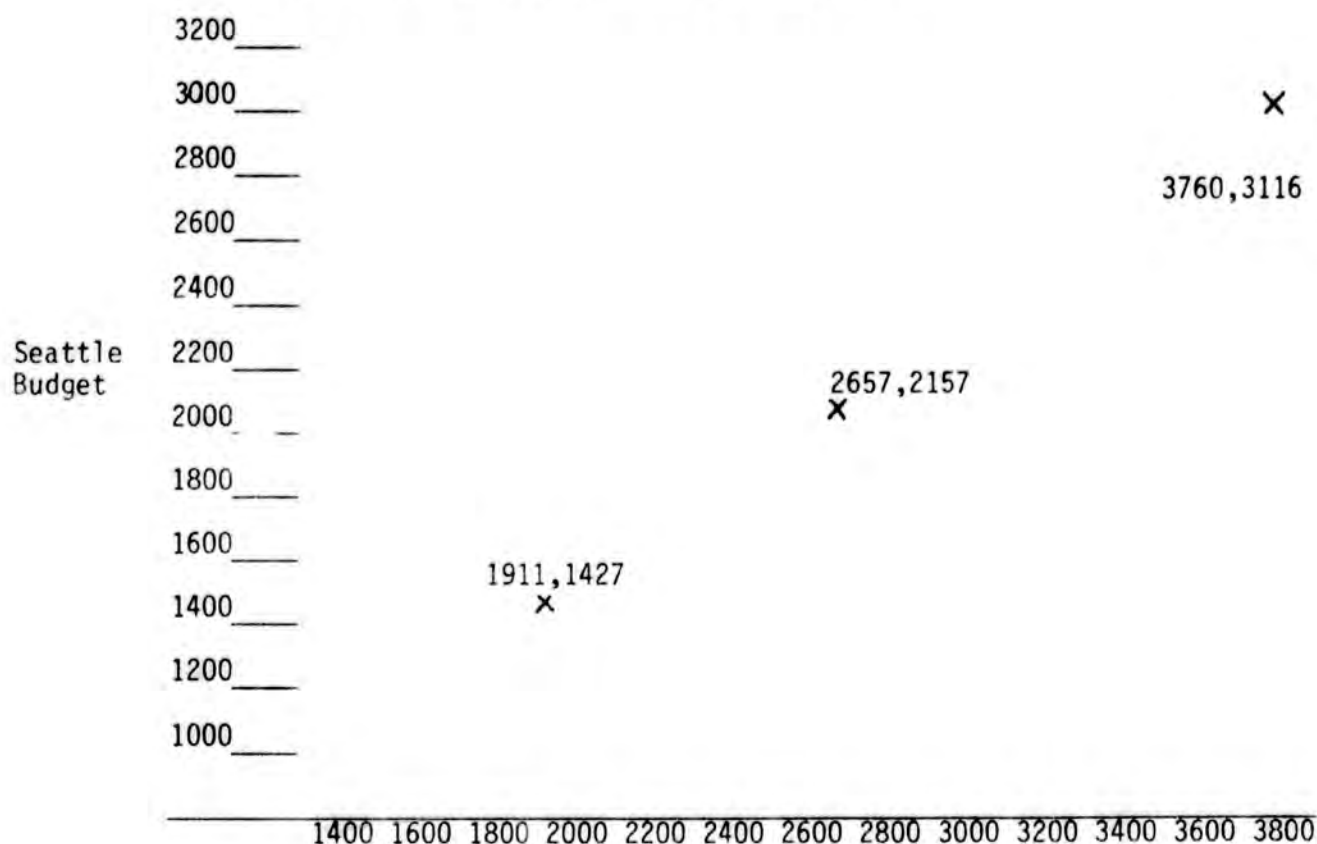
<u>Job Class</u>	<u>Maximum Hourly Rate or Midpoint of Survey Sample</u>	<u>Maximum Hourly Rate or Midpoint State Salary</u>	<u>Survey Sample as a Percent of Alaska</u>
Heavy Duty Mechanic WG III	\$ 17.35 (hr.)	\$ 17.21	101%
Janitor WG IX	11.69 (hr.)	12.03	97
Laborer WG VIII	12.56 (hr.)	12.69	99
Librarian I	2,433	2,517	97
Microbiologist II	2,034	2,702	81
Motor Vehicle Representative II	1,781	1,705	104
Nurse I	2,215	2,194	101
Paralegal Assistant II	2,090	2,702	77
Park Ranger I	1,978	2,350	84
Personnel Technician/Assistant I	1,799	2,053	88
Probation Officer II	2,612	2,702	97
Secretary I	1,698	1,809	94
Social Worker III	2,341	2,702	87
State Trooper	2,821	3,142	90
Supply Officer II	2,454	2,702	91
Vocational Rehabilitation Counselor II	2,560	3,104	82

Annual Cost of Three Levels of Living for a 4-Person Family - Autumn 1981

	LOWER		INTERMEDIATE		HIGHER	
	Amount	Compared to Anch*	Amount	Compared to Anch*	Amount	Compared to Anch*
Anchorage	\$22,939	100%	\$31,890	100%	\$45,119	100%
Los Angeles - Long Beach	16,618	72%	25,025	78%	38,516	85%
Seattle - Everett	17,124	75%	25,881	81%	37,396	83%
U.S. Average (Urban)	15,323	67%	25,407	80%	38,060	84%

*Anchorage = 100

Monthly salary comparisons of Anchorage and Seattle areas based on cost of living differentials



Equivalent Anchorage Budget

Source: "Autumn 1981 Urban Family Budgets and Comparative Indexes for Selected Urban Areas" Bureau of Labor Statistics, U.S. Department of Labor. Released April 1, 1982. Autumn 1982 data not available at time of printing.

1982

EMPLOYEE BENEFITS AND CONDITIONS OF EMPLOYMENT

BASIC WORK WEEK

All Other Employers:

Most employees of the Anchorage School District, Anchorage Municipality, the Federal Government, and the State governments of California, Oregon and Washington are on a basic 5-day, 40-hour week. Two (2) of the thirty-eight (38) private firms which reported benefits data work a 37.5-hour week. Thirty-five (35) private firms have basic 5-day, 40-hour weeks, although a 30-40 hour week was reported for a group of employees by one (1) firm.

State of Alaska:

Most State employees are on a 5-day, 37.5-hour week. Supervisory employees and some who work shifts are on a 40-hour week.

OVERTIME POLICIES

Anchorage Public Agencies:

Clerical employees of the Anchorage School District receive time and one-half for overtime past eight (8) hours a day or forty (40) hours a week. Municipality of Anchorage pays time and one-half for work over eight (8) hours a day or forty (40) hours a week and for the sixth (6th) day, and double time on the seventh (7th) day. Double time and one-half is paid for work on holidays.

Federal Government:

For General Schedule employees, overtime is paid at a rate of time and one-half up to GS 10, step 1. Employees at GS 10 and above are paid straight time for overtime hours, provided the hourly rate does not exceed \$16.08. In most cases, equivalent time off is granted in lieu of overtime for GS 9 and above.

All Wage-Grade (Labor, Trades and Crafts) employees receive time and one-half pay for overtime work.

Anchorage Private Firms:

<u>Type of Overtime Practice</u>	<u>Number of Firms</u>
Time and one-half over 8 hours per day or 40 hours per week	36
Time and one-half for 6th day	2
Double time over 12 hours	1
Double time for hours worked on 7th day	7
Double time for work on scheduled holiday	4
Double time and one-half for work on a scheduled holiday	1

State of California:

Eligibility for overtime generally follows Fair Labor Standards Act determinations. Compensable overtime is paid in cash at time and one-half the normal rate for clerical and nonsupervisory employees; professional employees are compensated hour-for-hour.

State of Oregon:

Overtime authorization generally follows Fair Labor Standards Act guidelines. Time and one-half compensatory time off or pay is authorized.

State of Washington:

The Washington State laws on overtime are generally comparable to Fair Labor Standards Act guidelines. Overtime authorization depends on work week type

rather than on salary level. "Scheduled" and "nonscheduled" work week employees receive time and one-half for work in excess of eight (8) hours per day or forty (40) hours per week. "Exception" work week employees are executive, administrative and professional and are usually paid straight-time for hours worked in excess of eight (8) per day or forty (40) per week. However, some exception work week employees are authorized overtime at the time and one-half rate, at the discretion of the appointing authority. Job classifications are not limited to one (1) work week type and some include positions assigned to all three (3) types.

State of Alaska:

Supervisory employees who are eligible for overtime are paid time and one-half for work exceeding 8 hours a day or 40 hours a week. Time and one-half for work in excess of seven and one-half (7½) hours per day or thirty-seven and one-half (37½) hours per work week is paid to non-supervisory employees who would be eligible under the Fair Labor Standards Act if those standards were applied to State employees. Labor, Trades and Crafts Unit employees receive time and one-half for work on the first (1st) scheduled day off, double time for work on the second (2nd) scheduled day off, and double time and one-half for work on holidays.

SHIFT DIFFERENTIAL PAY

Anchorage Public Agencies:

Anchorage School District employees who work evening shift receive 5% shift differential while night shift receives an additional 20¢ per hour.

Municipality of Anchorage classified employees receive an additional 10% for both the evening and night shifts. Police officers and fire dispatch receive an additional 3% for the evening shift and 6% for the night shift. Crafts employees receive an additional 40¢ per hour for the evening shift and 45¢ per hour for the night shift.

Federal Government:

Employees in Wage-Grade (labor, trades and crafts) classes receive shift differential pay of 7.5% if the majority of their hours fall between 3:00 p.m. and 12:00 p.m. and 10% from 11:00 p.m. to 8:00 a.m.; those in General Schedule classes receive 10% differential for hours regularly scheduled between 6:00 p.m. and 6:00 a.m., except that no shift differential is paid when the employee is on overtime.

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

Anchorage Private Firms:

Of the thirt-eight (38) firms which participated in the benefits survey, 15 pay additional amounts for evening and/or night shift work. The shift differential payments are either percentages of base pay or flat rates. Of the seven (7) firms which indicated flat rates paid for evening shifts, the additional pay ranged from 21¢ to \$1.13 per hour. The average evening shift differential is 53¢ per hour. Of the 8 firms that pay flat rates for night shifts, the additional pay ranged from \$.28 to \$1.13 per hour. The average night shift differential is 61¢ per hour.

Of the eight (8) firms that pay percentages for the evening shift, the range is from 5% to 10%. Of the seven (7) firms that pay percentages for the night shift, range is from 10% to 25%.

State of California:

Employees who are regularly assigned evening shift work receive 20¢ per hour additional, 30¢ per hour additional for night shifts. This may vary by contract.

State of Oregon:

A standard rate of 27¢ additional per hour is paid between 6:00 p.m. and 6:00 a.m. and on Saturdays and Sundays for other than hospital employees. Hospital Technicians are paid 31¢/hour while Registered Nurses and Nurse Practitioners are paid 35¢/hour additional.

State of Washington:

Evening and night shift differential is 20¢ per hour for most employees, 23¢ per hour for Registered Nurses and Liquor Store Personnel.

State of Alaska:

State employees required to regularly work on shifts other than 9:00 a.m. to 5:30 p.m. receive an additional 3.75% for evening shifts; 7.5% for night shifts.

MILITARY LEAVE
(Annual Active Duty for Training)

Anchorage Public Agencies:

The Municipality of Anchorage pays employees the difference between military pay and regular salary, so there is no loss of income. Ten (10) days of leave are authorized by the Municipality.

The Anchorage School District pays employees full salary while on military leave and 16½ days are authorized.

Federal Government:

The employee receives full pay while on military reserve training, not charged to annual leave, for a maximum of fifteen (15) calendar days per year.

Employees called to duty to provide military aid to enforce the law receive full pay for up to twenty-two (22) work days per year.

Anchorage Private Firms:

Of the thirty-eight (38) firms surveyed, twenty-nine (29) had military leave policies. The various policies are listed below:

<u>Compensation</u>	<u>Number of Firms</u>
Full	6
Difference between full pay and mili- tary pay	19
Employee uses vaca- tion credits or leave without pay to receive full pay	4
No policy/unreported	9

State of California:

Allows thirty (30) days of paid military leave; military pay is in addition to regular salary.

State of Oregon:

Allows fifteen (15) days of paid military leave; military pay is in addition to regular salary.

State of Washington:

Allows fifteen (15) days of paid military leave; military pay is in addition to regular salary.

State of Alaska:

Allows up to sixteen and one-half (16½) working days per calendar year; military pay is in addition to regular salary.

LONGEVITY PAY

Anchorage Public Agencies:

The Municipality of Anchorage provides 5% additional pay after five (5) years of service, 1% per year to ten (10) years, 12.5% after fifteen (15) years, 15% after twenty (20) years, 17.5% after twenty-five (25) years, and 20% after thirty (30) years for employees hired before January 1, 1981. Longevity pay has been eliminated for persons hired after that date.

The Anchorage School District provides 3% additional for five (5) through nine (9) years of service; and 6% additional for ten (10) years and over.

Federal Government:

Former longevity allowances have been incorporated into the pay grades for General Schedule classes. Comparisons of salary levels for the Federal Government have been made at steps 1 through 7 for General Schedule classes. Steps 8 through 10 are normally considered "longevity" pay steps, which amount to approximately 8.33% additional at step 10 over step 7. On reaching step 7, nine (9) additional years are required to reach step 10.

Anchorage Private Firms:

Of the thirty-eight (38) private firms in the benefits survey, four (4) reported having longevity pay provisions in addition to regular salary rates, and thirty-two (32) firms have neither a longevity pay policy nor contract stipulation. Two (2) firms did not supply information on longevity pay.

The longevity provisions reported are listed below:

- (a) Percent increases in salary are paid - 2 employers.
- (b) Flat monetary rates exist for longevity payments - 2 employers.

California, Oregon and Washington:

No longevity pay plan was reported or noted in salary scales for Washington and California.

In Oregon, 5% (one step) per year is paid to maximum of salary range.

State of Alaska:

Pay increments for longevity in State service for all except Labor, Trades and Crafts employees are provided after the employee has remained in the final step within a given salary range for two (2) years, provided he has worked continuously for the State for seven (7) years, and provided that his current annual performance evaluation by his supervisor is designated as "good" or higher. Additional increments are provided when the employee has remained in the final step within a given salary range for four (4), nine (9) and thirteen (13) years.

A service bonus of 20¢ per hour above base is paid to Labor, Trades and Crafts employees after seven (7) years of continuous service, and additional increments of 20¢ and 10¢ per hour above base after nine (9) and eleven (11) years of continuous service.

ANNUAL PAID HOLIDAYS

Employer	No. Holidays
State of California	12
State of Alaska	11
State of Washington	11
State of Oregon	10
Federal Government	9
Anchorage School District	11
Anchorage Private Firms	Range from 0 to 12 with an average of 9
Municipality of Anchorage	11.5

COMPARISON OF VACATION ALLOWANCES

Employer	Working Days Allowed Off				
	At 2 yrs.	At 6 yrs.	At 11 yrs.	At 21 yrs.	At 26 yrs.
State of Alaska (annual leave)	15	24	30	30	30
**State of Alaska (personal leave)	27	30	36	36	36
Federal Government	13	20	20	26	26
State of California	10.5	15	18	21	21
State of Oregon	12	15	18	24	24
State of Washington	13	15	17	20	22
* Anchorage School District	18	36	36	36	36
* Municipality of Anchorage	29.25	32.5	40.62	40.62	40.62
Private Firms Average (Anchorage)	13.2	18.0	20.4	22.7	23.6

* Anchorage School District and Municipality combine sick and annual leave in one figure.

** Employees in the Confidential and Public Safety units, and noncovered employees (exempt, partially exempt, and excluded) receive personal leave which may be used for annual or sick leave purposes.

SICK LEAVE

	<u>Have Plan</u>	<u>No Plan</u>	<u>Leave is Accumulative</u>	<u>Allows Time Off for Family Care</u>	<u>Leave Balance is Paid on Separation</u>
Municipality of Anchorage	Yes		Yes	Yes	Full
Anchorage School District	Yes		Yes	Yes	Full
Federal Government	Yes		Yes	Some cases	Credited to retirement
Anchorage Private Firms (4 have combined annual/sick leave)	36	2	19	15	Full - 1 Partial - 1 Not Paid - 17
State of California	Yes		Yes	Yes	Applied to retirement
State of Oregon	Yes		Yes	Yes	Credited to retirement
State of Washington	Yes		Yes	Yes	Upon retirement or death only, at rate of 25%.
State of Alaska	Yes		Yes	Yes	Unused Sick Leave balance is paid in cash to Benefi- ciaries upon death of employee.

MEDICAL, HOSPITALIZATION AND INSURANCE BENEFITS

Anchorage Public Agencies:

Medical insurance plans are available to employees of the Anchorage School District and the Municipality of Anchorage.

One hundred percent (100%) of the medical insurance premium cost for the employee, spouse and dependents is paid by the Anchorage School District. The program includes all the coverages listed under Anchorage Private Employers, except for income continuance. There is no group life insurance policy provided.

Municipality employees contribute \$50 deductible to a maximum of \$150 per family. Other premium costs for medical insurance for the employee, spouse and dependents, and premiums for group life insurance are paid by the Municipality of Anchorage. Current premium is \$150 per month for each family.

Federal Government:

Several types of health benefits plans are available to Federal employees. Most plans have two coverage options (high or low) as well as employee or employee and family coverage.

Under the High Option of the two most widely used plans, 100% of hospital in-patient charges are paid; a \$200 deductible per year applies to physician's services, drugs, and office calls, which are paid by the plan at 80%. The Low Option has a \$250 deductible with services paid for at the rate of 75%. Family deductibles are \$600 per year (high option) or \$750 (low option).

The enrollee pays monthly premiums from \$12.02 to \$54.94 for employee only coverage, and \$31.70 to \$118.08 for family coverage. The employer pays no more than 75% of the total cost for any type of enrollment.

Basic life insurance coverage is available. The amount is equal to current annual basic pay rounded off to the next thousand plus \$2,000. Employee pays 2/3 of the cost and the employer pays 1/3. Employee cost is 24¢ biweekly for each \$1,000. There are three other options available provided the employee has elected to take basic coverage. Option A provides \$10,000 coverage. The cost paid by the employee is from 60¢ to \$9.00 per pay period. The amount depends on age. Option B allows the employee to purchase an amount of coverage equal to from one to five times his/her annual salary with cost ranging from 5¢ to 95¢ per thousand depending on age. Finally, Option C allows the employee to elect to have coverage on his family; \$5,000 for spouse and \$2,500 for each dependent child. The employee pays the cost which ranges from 50¢ to \$3.00 per thousand depending on age.

Anchorage Private Firms:

Most of the firms contacted have hospitalization and medical plans for their employees, as well as group life insurance plans. The number of firms which have various kinds of coverage is listed below:

<u>Type of Coverage</u>	<u>Number of Firms</u>
Hospital Room and Board- - - - -	-37
Medical Fees - - - - -	-32
Major Medical- - - - -	-36
Dental Care- - - - -	-32
Prescription Drugs - - - - -	-34
Life Insurance - - - - -	-31
Income Continuance - - - - -	-23
Hospital Special Fees- - - - -	-33
Psychiatric Care - - - - -	-32
Visual Care- - - - -	-20
Maternity Care - - - - -	-33
Accidental Death or Dismemberment- - - - -	-30
Audio- - - - -	-14

* Some plans cover only emergencies, surgery, disease and complications and do not cover routine examinations, maintenance, glasses and normal childbirth.

<u>Conditions</u>	<u>Number of Firms</u>
Employer pays 100% of premium for employee- - - - -	-24
Employer pays 100% of premium for spouse- - - - -	-11
Employer pays 100% of premium for dependents- - - - -	-11
Employer pays part of premium for employee- - - - -	-10
Employer pays part of premium for spouse- - - - -	-20
Employer pays part of premium for dependents- - - - -	-20
Employer pays none of premium for spouse/dependents - - -	-2
Policy has \$100+ deductible - - - - -	-5
Policy has \$100 deductible - - - - -	-17
Policy has \$50 deductible - - - - -	-3
Variable deductions by plan and coverage - - - - -	-11
No deductible - - - - -	-1
Employer pays life insurance premium- - - - -	-28
Employer pays part of life insurance premium- - - - -	-2
Employee pays life insurance premium- - - - -	-1
No group life insurance plan- - - - -	-3

Several employers have multiple plans for different groups of employees or "cafeteria-style" options of general coverage.

State of California:

Twenty-two medical, hospitalization and life insurance plans are available to employees. Employees may enroll in one or more of the available plans; costs to the employee vary accordingly. The State pays a maximum monthly premium of \$71 for the employee, and \$168 for the employee and family.

State of Oregon:

Health insurance (not including life insurance) is paid by the State for employee, spouse, and dependents. Coverage costs the State \$59.28/month for employee only, and \$124.55/month for a family.

State of Washington:

A total of four (4) medical insurance plans are available, three of which are HMO's. The employer pays 100% of premium costs as long as an eligible employee is in paid status. No plan pays all medical expenses in full. Part-time and seasonal employees employed half-time or six (6) months or more, appointed and elected officials, spouses and dependents are covered. Retirees and surviving dependents are also eligible for continued coverage on a self-pay basis. Temporary, intermittent and emergency employees are not eligible to enroll. Life insurance is included in the employer-paid premium which is \$141.35/month for employee and family.

The Blue Cross plan has a \$75 deductible per person per year, and pays 85% of the next \$2,000 in covered expenses; after the first \$2,000, 100% of covered expenses are paid. Blue Cross pays for illness only, not preventive care.

The HMO plans generally pay 100% of covered expenses with no deductible, including preventive care. Nominal copayments may be charged for some services.

Covered expenses vary from plan to plan, but usually include audio and vision benefits, maternity care, prescriptions, and psychiatric care, as well as major medical and doctor's services.

Dental coverage to employees and families is provided, but is not available to retirees and self-paying employees. Basic examinations, X-rays, fluoride application, cleaning and emergency treatment are covered 100%. Restoration procedures are covered 60% and prosthetics and orthodontics are covered at 50%.

State of Alaska:

Medical and audio-visual, dental, accidental death and dismemberment insurance, and life insurance for the employee and eligible dependents, is provided. The State contributes \$195.35 per month for General Government employees, and \$206.79 per month for employees in the Confidential and Supervisory bargaining units which have coverage for cosmetic contact lenses and orthodontia, and \$167.41 for Labor, Trades and Crafts employees. There is no employee contribution provided that the employee works full time.

Most permanent part-time employees who want insurance coverage pay one-half of the premium cost. Participation in the State group health and life insurance plan is not mandatory for permanent part-time employees who regularly work more than fifteen (15) hours but less than thirty (30) hours per week.

Additional life insurance and accidental death insurance is available.

Retired employees, survivors and disability recipients are automatically extended comprehensive medical coverage, with the monthly premium of \$115.61 paid by the retirement fund. Audio, visual and dental coverage is available to retirees at a cost to the retiree of \$22.50 per month for recipient only and \$53.00 for recipient and family.

UNEMPLOYMENT INSURANCE

Anchorage Public Agencies:

Employees of the Municipality of Anchorage and the Anchorage School District, as well as other Alaska local governments and school districts, are covered under the Employment Security Act. This provision for unemployment insurance coverage took effect in January 1978, in accordance with the Session Laws of Alaska, 1977. Local government and school district employers can choose to pay either an unemployment insurance tax or to reimburse the fund for benefits paid to former employees.

Federal Government:

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

Permanent employees are eligible for severance pay if involuntarily separated, not for cause, after one (1) years service except for retirees. Amount of payment depends on employee's age, length of civilian service and salary rate.

Anchorage Private Firms:

Employees in private firms are covered by unemployment insurance. Employers pay taxes to fund benefits payments. The rate is set by the State Department of Labor, based upon employer experience and the nature of the business.

State of California:

Probationary and permanent employees are eligible for unemployment insurance, paid entirely by the State, for reductions in staff only.

State of Oregon:

Full-time permanent employees are eligible for unemployment insurance paid by the State. Temporary employees are covered after a minimum length of employment is achieved.

State of Washington:

Permanent, temporary, and seasonal employees are eligible for unemployment insurance, which is paid by the state at .5% of base.

State of Alaska:

The unemployment insurance fund is reimbursed by the State when former employees collect benefits. Temporary and seasonal employees are covered under this program. Exempt and partially exempt employees classified as executives are not covered.

RETIREMENT PLANS

Federal Government:

For Law Enforcement and Firefighters:

Employee contribution - 7-1/2%

Employer contribution - 7-1/2%

For all other employees:

Employee contribution - 7%

Employer contribution - 7%

Benefit Formula:

1st thru 5th year of service - 1-1/2% x highest 3-year average salary x years of service.

5th thru 10th year of service - 1-3/4% x highest 3-year average salary x years of service.

After 10th year of service - 2% x highest 3-year average salary x years of service.

Anchorage Private Firms:

Retirement plan paid 100% by employer - 12

Both employer and employee contribute to retirement plan - 7

Profit sharing, stock ownership, thrift or investment plan in lieu of or in addition to retirement - 11

No retirement plan - 12

Sixteen (16) firms have retirement systems or other plans in which an employee becomes 100% vested after ten (10) years. Vesting varies from date of hire to thirty (30) years.

Six (6) firms listed age 65 for normal retirement, although retirement age varied from 50 to 70. The average retirement age was 61.

Eleven (11) firms have retirement plans which include provisions for cost-of-living adjustments.

State of California:

Retirement age varies by contract from 60 to 70 years.

Employee contribution - 5% (General employees) to 8% (Peace Officers)

State contribution - 18.345% + \$50 to 23.113% + \$50

Benefits formula - 2% x years of service x highest 3-year average salary, less \$133.13 if with Social Security.

State of Oregon:

State contribution - 17.1% of gross

Benefits formula - final average salary x 1.67% x years of service.

State of Washington:

For employees hired prior to October 1, 1977:

Employee contribution - 6%

State contribution - 6.5%

Benefits formula - service time x 2% x average final compensation (highest 24 months).

For employees hired after October 1, 1977:

Employee contribution - 5.11%

Employer contribution - 6.5%

Benefit Formula - service time x 2% x average salary received over five (5) consecutive years.

The above figures do not include Law Enforcement employees. Vesting occurs at any age after 30 years service; at age 55 after 25 years; and after 60 with five (5) years service.

State of Alaska: (also Municipality of Anchorage, and Anchorage School District employees)

Employee contribution - 4.25% of gross salary (5% police & fire)

Employer contribution is actuarially determined. Current figures:

State of Alaska: 12.71% (22.36% Police and Fire)

Municipality of Anchorage: 14.68%

Anchorage School District: 14.33%

Benefits formula - 2% x average monthly salary for highest three (3) years x years of credited service.

Benefits formula (Police and Fire) - 2% (first 10 years) or 2.5% (years over 10) x average monthly salary x years of credited service.

FEDERAL GENERAL SCHEDULE

Effective October 15, 1982 - includes 22.5% over base for cost-of-living allowance (COLA) for Anchorage.

	Step	1	2	3	4	5	6	7	8	9	10
GS-1		\$10,628 886	\$10,982 915	\$11,336 945	\$11,699 975	\$12,043 1,004	\$12,250 1,020	\$12,600 1,050	\$12,950 1,079	\$12,967 1,081	\$13,300 1,108
GS-2		11,951 996	12,234 1,020	12,630 1,052	12,967 1,081	13,111 1,093	13,497 1,125	13,883 1,157	14,269 1,189	14,655 1,221	15,041 1,253
GS-3		13,040 1,087	13,475 1,123	13,910 1,159	14,345 1,195	14,780 1,232	15,215 1,268	15,649 1,304	16,084 1,340	16,519 1,377	16,954 1,413
GS-4		14,638 1,220	15,125 1,260	15,613 1,301	16,100 1,342	16,588 1,382	17,075 1,423	17,563 1,464	18,050 1,504	18,538 1,545	19,025 1,585
GS-5		16,377 1,365	16,923 1,410	17,470 1,456	18,016 1,501	18,562 1,547	19,109 1,592	19,655 1,638	20,201 1,683	20,748 1,729	21,294 1,775
GS-6		18,254 1,521	18,862 1,572	19,471 1,623	20,080 1,673	20,689 1,724	21,298 1,775	21,907 1,826	22,516 1,876	23,124 1,927	23,733 1,978
GS-7		20,285 1,690	20,961 1,747	21,637 1,803	22,313 1,859	22,990 1,916	23,666 1,972	24,342 2,028	25,018 2,085	25,694 2,141	26,371 2,198
GS-8		22,465 1,872	23,214 1,934	23,962 1,997	24,711 2,059	25,459 2,122	26,208 2,184	26,956 2,246	27,705 2,309	28,453 2,371	29,202 2,433
GS-9		24,814 2,068	25,640 2,137	26,467 2,206	27,294 2,275	28,121 2,343	28,948 2,412	29,775 2,481	30,602 2,550	31,429 2,619	32,255 2,688
GS-10		27,326 2,277	28,237 2,353	29,149 2,429	30,060 2,505	30,972 2,581	31,883 2,657	32,794 2,733	33,706 2,809	34,617 2,885	35,529 2,961
GS-11		30,022 2,502	31,023 2,585	32,024 2,669	33,025 2,752	34,026 2,835	35,026 2,919	36,027 3,002	37,026 3,085	38,029 3,169	39,030 3,252
GS-12		35,983 2,999	37,182 3,099	38,382 3,198	39,581 3,298	40,780 3,398	41,980 3,498	43,179 3,598	44,378 3,698	45,577 3,798	46,777 3,898

FEDERAL GENERAL SCHEDULE
(continued)

Step	1	2	3	4	5	6	7	8	9	10
GS-13	42,789 3,566	44,215 3,685	45,641 3,803	47,067 3,922	48,493 4,041	49,919 4,160	51,345 4,279	52,771 4,398	54,196 4,516	55,622 4,635
GS-14	50,564 4,214	52,250 4,354	53,932 4,494	55,621 4,635	57,081 4,757	58,992 4,916	60,453 5,038	62,364 5,197	64,049 5,337	65,735 5,478
GS-15	59,477 4,956	61,459 5,122	63,442 5,287	65,424 5,452	67,406 5,617	69,388 5,782	71,370 5,947	73,352 6,113	75,334 6,278	77,316 6,443
GS-16	69,758 5,813	72,083 6,007	74,408 6,201	76,733 6,394	79,058 6,588	81,383 6,782	83,708 6,976	86,033 7,169	88,358 7,363	
GS-17	81,717 6,810	84,442 7,037	87,166 7,264	89,891 7,491	92,615 7,718					
GS-18	95,775 7,981									

Note: Maximum pay may not exceed \$70,738 because of a congressionally imposed ceiling.

STATE OF ALASKA - BASIC MONTHLY SALARY SCHEDULE:
GENERAL GOVERNMENT BARGAINING UNIT

(Longevity Increments)

SR	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP J	STEP K	STEP L	STEP M
05	\$1,258	\$1,292	\$1,330	\$1,367	\$1,408	\$1,445	\$1,487	\$1,530	\$1,578	\$1,627
06	1,330	1,367	1,408	1,445	1,487	1,530	1,578	1,627	1,673	1,726
07	1,408	1,445	1,487	1,530	1,578	1,627	1,673	1,726	1,782	1,832
08	1,487	1,530	1,578	1,627	1,673	1,726	1,782	1,832	1,889	1,946
09	1,578	1,627	1,673	1,726	1,782	1,832	1,889	1,946	2,010	2,073
10	1,673	1,726	1,782	1,832	1,889	1,946	2,010	2,073	2,145	2,218
11	1,782	1,832	1,889	1,946	2,010	2,073	2,145	2,218	2,295	2,379
12	1,889	1,946	2,010	2,073	2,145	2,218	2,295	2,379	2,463	2,556
13	2,010	2,073	2,145	2,218	2,295	2,379	2,463	2,556	2,639	2,739
14	2,145	2,218	2,295	2,379	2,463	2,556	2,639	2,739	2,838	2,941
15	2,295	2,379	2,463	2,556	2,639	2,739	2,838	2,941	3,041	3,146
16	2,463	2,556	2,639	2,739	2,838	2,941	3,041	3,146	3,249	3,371
17	2,639	2,739	2,838	2,941	3,041	3,146	3,249	3,371	3,475	3,605
18	2,838	2,941	3,041	3,146	3,249	3,371	3,475	3,605	3,714	3,851
19	3,041	3,146	3,249	3,371	3,475	3,605	3,714	3,851	3,971	4,115
20	3,249	3,371	3,475	3,605	3,714	3,851	3,971	4,115	4,251	4,408
21	3,475	3,605	3,714	3,851	3,971	4,115	4,251	4,408	4,554	4,725
22	3,714	3,851	3,971	4,115	4,251	4,408	4,554	4,725	4,885	5,050
23	3,971	4,115	4,251	4,408	4,554	4,725	4,885	5,050	5,236	5,433
24	4,251	4,408	4,554	4,725	4,885	5,050	5,236	5,433	5,629	5,843

LABOR, TRADES AND CRAFTS UNIT
BASIC WAGE SCHEDULE 1982

<u>Wage Group</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
IA	17.10	20.44	20.64	20.84	20.94
I	16.25	19.37	19.57	19.77	19.87
II	15.36	18.31	18.51	18.71	18.81
III	14.35	17.21	17.41	17.61	17.71
IV	13.48	16.15	16.35	16.55	16.65
V	12.75	15.24	15.44	15.64	15.74
VI	12.04	14.33	14.53	14.73	14.83
VII	11.42	13.51	13.71	13.91	14.01
VIII	10.78	12.69	12.89	13.09	13.19
IX	10.16	12.03	12.23	12.43	12.53
X	9.52	11.05	11.25	11.45	11.55
XI	8.76	9.98	10.18	10.38	10.48

EMPLOYEES* BY ELECTION DISTRICT, EXECUTIVE BRANCH
AS OF DECEMBER 1982

<u>District</u>	<u>Title</u>	<u>No. Employees</u>
1	Ketchikan-Prince of Wales	54
2	Wrangell-Petersburg	238
3	Sitka	74
4	Juneau	2,797
5	Haines-Skagway	55
6	Cordova-Valdez	359
7	Palmer-Wasilla-Talkeetna	368
8	Anchorage	3,962
9	Seward	75
10	Kenai Soldotna	251
11	Kodiak	163
12	Aleutian Islands	24
13	Dillingham	59
14	Bethel	101
15	Galena-Tanana-McGrath	90
16-S	Fairbanks and Arctic Circle South	1,387
16-N	Ft. Yukon and Arctic Circle North	16
17	Barrow-Kotzebue	42
18	Nome	151
19	Hooper Bay	10
XX	Contiguous U.S. and Canada	32
	Total	<u>10,308</u>

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

* Permanent, probationary, provisional, and partially exempt employees only. Does not include nonpermanent or exempt employees, or vacant positions.

CONSUMER PRICE INDEX (ALL ITEMS) AND PERCENT INCREASES
(Revised Wage Earners and Clerical Workers)
(1967 = 100)

Date	Seattle		U.S. Average		Anchorage	
	CPI	% Inc.	CPI	% Inc.	CPI	% Inc.
July/Aug 73	128.8	0%	135.1	0%	120.4	0%
July/Aug 74	143.0	11.0	149.9	11.0	134.0	11.3
July/Aug 75	157.3	22.1	162.8	20.5	153.8	27.7
July/Aug 76	165.7	28.7	171.9	27.2	164.9	37.0
July/Aug 77	180.2	39.9	183.3	35.7	177.4	47.3
July/Aug 78*	194.0	50.6	197.7	46.3	188.6	56.6
July/Aug 79*	215.9	67.6	221.5	64.0	206.4	71.4
July/Aug 80*	251.6	95.3	248.0	83.6	224.8	86.7
Sept 81*	284.3	120.7	279.1	106.6	245.9	104.2
Sept 82*	298.3	131.6	292.8	116.7	258.9	115.0

* Revised CPI for urban wage earners and clerical workers.

GENERAL SALARY INCREASES IN STATES OF
CALIFORNIA, OREGON AND WASHINGTON

Date	Percent Increases		
	California	Oregon	Washington
1973	7.0%	6.2%	5.0%
1974	4.5	4.85	4.5
1975	6.7	13.4	12.0
1976	6.6	11.0	5.7
1977	7.5	5.0	10.0
1978	-0-	9.0	5.0
1979	14.5	-0-	5.0
1980	9.75	2.0	6.0
		2.0	
1981	6.0	2-5	7.2
1982	-0-	2-6	-0-
Cumulative Totals	82.1%	73.6%	79.0%

Sources: Personnel Departments, States of California, Oregon and Washington.

Note: Where variable increases are indicated, the lower figure is used in calculating the cumulative increase.

FEDERAL GOVERNMENT

Date	General Schedule	Wage-Grade Classes 1/	
	Percent Increase	Hourly Rate 1/	Percent Increase
1973	10.2%	\$ 5.72	
1974	5.5	6.65	16.0
1975	5.0	8.02	20.6
1976	5.16	8.88	10.7
1977	7.05	9.72	9.5
1978	5.5	10.31	6.1
1979	7.0	10.88	5.5
1980	9.1	11.64	7.0
1981	4.8	12.71	9.2
1982	4.0	13.32	4.8
Cumulative Totals	84.5%		132.4%

1/ Wage Grade 4, Step 1 effective October 1, 1982.

ANCHORAGE LOCAL GOVERNMENT AGENCIES
PERCENT INCREASES

Year	Municipality of Anchorage			School District
	<u>Classified</u>	<u>Crafts</u>	<u>Police</u>	
1974	7.0	18.0 3.0	20.0	8.1
1975	13.5 7.1	15.0	15.0 12.0	12.8
1976	7.0 ¹ 10.0 ²	10.0	25.0	7.2
1977	5.0 ¹ 7.0 ²	4.97	6.0 5.0	6.0
1978	5.0 ¹ 5.25 ²	2.47	6.0	no change
1979	5.5	4.0 3.5	5.31	7.5
1980	5.5	8.08	5.0	7% to 9.4%
1981	7.0	6.3	7.0	8% to 9%
1982	7.0*	*	7.0 (1-1-83)	7% to 8.5%
Cumulative	95.5% ¹			
Totals	105.3% ²	104.5%	188.5%	variable

*1983 negotiations for those contracts underway at time of printing.

1 Unrepresented employees

2 Employees represented by Anchorage Municipal Employees Association

Source: Personnel Departments of Municipality of Anchorage, Anchorage School District.

ANCHORAGE AREA TRADES

CONSTRUCTION 1/

<u>Year</u>	<u>Rate</u>	<u>% Inc.</u>
1973	10.442	
1974	11.655	11.6
1975	13.663	17.2
1976	15.543	13.8
1977	16.545	6.4
1978	16.985	2.7
1979	18.515	9.0
1980	19.038	2.8
1981	21.227	11.5
1982	23.125	8.9
Cumulative Total		121.3%

Note: All rates are exclusive of fringe benefits, unless increases are added to either wages or benefits at the Union option.

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

STATE OF ALASKA SALARY INCREASES BY BARGAINING UNITS

<u>Date</u>					
1973	6.0%		6.0%	-0-	-0-
	<u>General</u> <u>Government</u>		<u>Labor, Trades</u> <u>and Crafts</u>	<u>Supervisory</u>	<u>Confidential</u>
1974	11.8		22.5	18.5%	18.5%
1975	15.6		14.5	25.6	13.3
1976	9.0		7.0	4.3	11.2
		<u>Public</u> <u>Safety</u>			
1977	5.0	17.9%	5.5	5.0	5.0
1978	10.2	10.2	9.2	5.0	5.0
1979	5.0	5.0	4.5	7.1	7.0
1980	8.0	10.1	9.0	11.0	11.2
1981	7.6	8.8	8.8	6.7	7.6
1982	7.1	7.1	7.9	7.1	7.1
Total	126.0%	161.3%	145.1%	132.5%	125.7%

Note: Percent increases for 1980, 1981, and 1982 are increased costs to the employer of the salary schedule. Increases for those years were not equal across all salary ranges within the schedule.

Source: Division of Labor Relations; Department of Administration.